

立法會

Legislative Council

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Report of the Panel on Manpower for submission to the Legislative Council

Purpose

This report gives an account of the work of the Panel on Manpower ("the Panel") during the 2010-2011 session of the Legislative Council ("LegCo"). It will be tabled at the Council meeting of 6 July 2011 in accordance with Rule 77(14) of the Rules of Procedure of the Council.

The Panel

2. The Panel was formed by a resolution passed by the Council on 8 July 1998 and as amended on 20 December 2000, 9 October 2002, 11 July 2007 and 2 July 2008 for the purpose of monitoring and examining Government policies and issues of public concern relating to labour and manpower planning matters. The terms of reference of the Panel are in **Appendix I**.

3. The Panel comprises 19 members in the 2010-2011 session. Hon LEE Cheuk-yan and Hon LI Fung-ying were elected Chairman and Deputy Chairman of the Panel respectively. The membership list of the Panel is in **Appendix II**.

Major Work

Implementation of statutory minimum wage ("SMW")

4. High on the agenda of the Panel in the 2010-2011 session was the monitoring of the implementation of SMW. The Panel discussed at most of its regular meetings issues relating to SMW including, among others, the initial SMW rate, productivity assessment for persons with disabilities and reference guidelines on SMW.

Report of the Provisional Minimum Wage Commission - the initial SMW rate

5. When the Panel discussed the Report of the Provisional Minimum Wage Commission ("PMWC") which contained PMWC's recommendation on the initial SMW rate, grave concern was expressed about the time lag between the data collection process, the deliberation of the SMW rate by PMWC and the date of implementing the initial SMW rate on 1 May 2011. Noting that the initial SMW rate of \$28 per hour recommended by PMWC was based on the wage distribution in the second quarter of 2009, members queried whether PMWC had taken into account the inflation forecast for the period up to 1 May 2011 in determining the initial SMW rate, given that Hong Kong had entered into an inflationary period with wages and employment earnings picking up.

6. According to the Administration, there was inevitably a time lag between data collection and availability of the statistics. In recognition of this limitation, PMWC had taken into account relevant indicators with more up-to-date data sources, especially with regard to business operating conditions, the latest wage trend, the latest inflation and economic forecasts.

7. Some members were strongly of the view that future reviews of the SMW rate should be conducted annually, so as to shorten the time lag between the setting of an SMW rate and its implementation. They considered that the review of the initial SMW rate should commence as soon as possible such that the second SMW rate could be implemented in the first half of 2012. The Administration advised that while it had been specified in the Minimum Wage Ordinance (Cap. 608) ("MWO") that the SMW rate should be reviewed at least once every two years and a report on the recommendation on the SMW rate had to be made by the statutory Minimum Wage Commission ("MWC") to the Chief Executive in Council accordingly, MWC could advance its review of the SMW rate if the situation so warranted. The Administration emphasized that the SMW rate was determined using an evidence-based approach. Besides the wage data collected by the Census and Statistics Department ("C&SD") through the Annual Earnings and Hours Survey ("AEHS"), the movement of indicators relevant to the setting of an SMW rate would be closely monitored.

8. Members sought information on the factors and types of statistical data to be considered by MWC during its review of the SMW rate. They were concerned whether depreciation in relation to machinery used in the

production process, the number of low-paid jobs lost subsequent to the implementation of SMW, the "ripple effect" and the impact of SMW on the competitiveness of small and medium enterprises ("SMEs") would be taken into account.

9. The Administration advised that for the purpose of conducting future reviews of the SMW rate, survey and research studies would be conducted to evaluate, among others, the actual impact or possible knock-on effects of SMW on SMEs, vulnerable workers and enterprises in the low paying sectors, with special reference to the changes in employment policy and practices and detailed pay hierarchy.

10. Concern was raised on the possible increase in the numbers of false self-employment and lay-offs, as well as the reduction in working hours and fringe benefits, after the implementation of SMW. Information was sought on the measures adopted by the Administration to address the possible inflation and unemployment problems and to prevent unscrupulous employers from circumventing the SMW requirement.

11. According to the Administration, PMWC was of the view that the additional SMW-induced wage costs should be manageable by most business sectors through mitigation measures and would unlikely trigger serious reorganization of work practices leading to substantial downsizing. Feedback from stakeholders had also suggested that the impact of the introduction of SMW on Hong Kong's overall unemployment rate would likely be mild, particularly when viewed against the improving economic and labour market conditions. The inflationary impact should also be mild.

12. The Administration assured members that employees were protected under the Employment Ordinance (Cap. 57) ("EO") against unreasonable dismissal as well as unilateral variation of employment terms and conditions by employers. While making changes to the terms in a contract of employment was subject to the mutual agreement between the employer and the employee concerned, employees who suspected their employment rights infringed could seek help from the Labour Department ("LD"). LD would step up the publicity of its complaint hotline to encourage employees to report breaches of labour laws. All complaints received would be promptly and thoroughly investigated. LD would make every effort to take out prosecution against offenders where there was sufficient evidence.

13. Members sought information on the assistance provided to vulnerable workers who might lose their jobs after the implementation of SMW. The Administration advised that although PMWC reckoned that the cost impact would be more visible in the low paying sectors where a relatively large number or a high proportion of low-paid workers were engaged, the extent and magnitude of the impact were uncertain and would need to be examined in future studies. It had been adopting a multi-pronged approach to assist employees who lost their jobs in redundancy and closure exercises. Besides the retraining programmes organized by the Employees Retraining Board and its training bodies to help workers to rejoin the labour market, LD offered intensive and personalized counselling services to the retrenched employees, and provided them with priority job matching and referral services. To improve the placement opportunities for middle-aged job seekers, LD had launched the Employment Programme for the Middle-aged to encourage employers to take on middle-aged job seekers. With the implementation of SMW, LD would strengthen employment services for young and middle-aged people and those with disabilities.

Productivity assessment for persons with disabilities

14. Members noted that MWO provided a special arrangement whereby persons with disabilities and whose productivity might be impaired by their disabilities could choose to have their productivity assessed to help determine whether they should be remunerated at not less than the SMW level or at a rate commensurate with their productivity. Persons who might become approved assessors for conducting productivity assessments for persons with disabilities included registered occupational therapists, registered physiotherapists, registered social workers and vocational rehabilitation practitioners. Concern was raised about the sufficiency of approved assessors to carry out the productivity assessments for persons with disabilities.

15. According to the Administration, a person with disabilities would not have to undergo any productivity assessment unless he invoked the special arrangement. Serving employees with disabilities might opt before the commencement of SMW for undergoing an assessment under the transitional arrangement provided in the SMW regime, after which he had the right to undergo the assessment at any time from 1 May 2011 onwards until he was no longer employed by the same employer for the same work. The question of whether the pool of approved assessors for carrying out the assessments was sufficient would depend on the number of persons with disabilities invoking the special arrangement as well as the timing of the actual assessments being conducted.

16. Members were concerned whether productivity assessments could be conducted by an approved assessor who worked in the same organization of the person with disabilities to be assessed. They were advised by the Administration that it was incumbent on the approved assessor to ensure that no conflict of interest would arise between his duties involved in conducting the assessment and his other interests. As there would likely be a conflict of interest if the approved assessor worked in the same organization of the person with disabilities to be assessed, approved assessors were not allowed to conduct assessments for such persons with disabilities.

17. The absence of a mechanism for appeal against the result of an assessment or an opportunity for re-assessment was another concern of members. Members note the Administration's explanation that the special arrangement was designed without any appeal mechanism since there were concerns during the consultation that the establishment of an appeal mechanism might dampen employers' willingness to employ persons with disabilities. As Hong Kong had no experience in the implementation of SMW, the Administration would conduct a comprehensive review on the productivity assessment mechanism, covering areas such as the need for an appeal mechanism, the operational details of the assessment and the impact of SMW on the employability of persons with disabilities, within two years after the implementation of SMW.

Reference guidelines on SMW

18. Members noted that in preparation for the implementation of SMW, LD had issued general guidelines on SMW and six sets of industry-specific guidelines covering nine industries for the reference of employers and employees. Examples were provided in the reference guidelines elucidating the arrangements for meal breaks and rest days for employees. Concern was raised on the possibility of the examples leading to labour disputes regarding whether meal breaks should constitute hours worked for the purpose of computing SMW.

19. The Administration explained that neither MWO nor EO prescribed that meal breaks or rest days should be paid or otherwise. These matters had all along been subject to the agreement between employers and employees having regard to the nature of work, characteristics of the industries and operational needs of individual enterprises. After an employer and his employees had entered into employment terms specifying that meal breaks were part of the working

hours, the employer should not unilaterally vary or remove such employment terms without the consent of employees.

20. Noting that payments made to an employee in a wage period for any time which did not constitute hours worked, such as payment for rest days and statutory holidays, could not be counted as part of the wages in respect of the wage period, some members were gravely concerned that the actual wages of an employee might vary from one month to another depending on the number of statutory holidays and paid leave taken by an employee in a month, thus causing confusion to employers regarding the requirement on keeping record of the total number of hours worked by employees. The Administration's clarification was sought on whether employers could enter into a new employment contract with their employees, with wage period fixed at one year to avoid the likely disputes over the calculation of SMW.

21. According to the Administration, EO provided that the wage period in respect of which wages were payable under a contract of employment should, unless the contrary was proved, be deemed to be one month, and a similar provision was found in MWO. Employers and employees could, after negotiation, agree to set the wage period at one year. However, in contemplating any change to the employment terms, both sides should consider the pros and cons of the new arrangements in the light of the protection to employees and impact on employers.

22. Concern was raised about the measures taken by the Administration to prohibit employers from forcing their employees to enter into a new employment contract for the purpose of reducing their entitlements or benefits. Members took note of the Administration's advice that employees who suspected their employment rights being infringed might make enquiries with or seek assistance from LD.

Wage arrangement for non-skilled workers engaged under government service contracts

23. The Administration announced on 11 April 2011 that in view of the implementation of SMW, service contractors tendering for government service contracts engaging mainly non-skilled workers after 1 May 2011 must set the monthly wages under the relevant government service contracts by making reference to the SMW rate plus one paid rest day for every period of seven days. As an exceptional arrangement, procuring government departments would provide top-up payments to existing service contractors to cover the increase in wage costs arising solely and directly from the implementation of SMW.

24. While some members expressed support for the Administration's initiative to pay non-skilled workers engaged under government service contracts one paid rest day in every period of seven days, they were disappointed that paid meal breaks were not prescribed under the new arrangement. Some other members, however, expressed grave concern about the legal basis for mandating service contractors to provide their non-skilled workers with paid rest days.

25. The Administration advised that the exceptional arrangement was designed to help service contractors cover increase in wage costs arising solely and directly from the implementation of SMW. The initiative was taken because of concerns over the employment, rights and benefits of non-skilled workers as well as the impact on public service delivery.

Major findings of the 2010 AEHS

26. The Panel was briefed on the major findings in the 2010 AEHS, which was conducted to identify the level and distribution of wages of employees in Hong Kong.

27. Noting that the hourly wages of female employees for different age groups, except for the group of female employees aged 15 to 24, were significantly lower than those of male employees of the corresponding age groups, some members raised concern about the wage difference between the two genders.

28. According to the Administration, the median hourly wage of male employees was higher than that of female employees mainly because the proportion of male employees who had completed education at Secondary 6 level and above was higher than the corresponding proportion of female employees. The wage earned by an employee would depend primarily on the nature and skill set requirement of the job.

29. Clarification was sought on whether employees under government outsourced service contracts were covered by the survey. Members noted the Administration's advice that AEHS included breakdowns of wage components, hours of work, employment characteristics and demographic information of 2 793 000 employees in Hong Kong, including employees of contractors of government outsourced service contracts but excluding self-employed persons, live-in domestic workers and government employees.

Work Incentive Transport Subsidy ("WITS") Scheme

30. The Administration briefed members at the Panel meeting on 16 December 2010 on the key features of its newly proposed territory-wide WITS Scheme, which would replace the Transport Subsidy Scheme.

31. While members in general welcomed the Administration's proposal to launch the WITS Scheme to benefit low-income earners, there were strong views that applicants should be given the choice of undergoing a means test on a household basis or individual basis. Members made suggestions for improvement in the following areas -

- (a) applicants who worked less than 72 hours per month should be eligible for transport subsidy calculated on a pro-rata basis;
- (b) the income limits for different household sizes should be raised; and
- (c) the implementation date should be advanced from the third quarter of 2011 to 1 June 2011.

The Panel passed a motion urging the Administration to improve the WITS Scheme.

32. In the Administration's view, a household-based means test was more equitable than one that assessed only the individuals' income and assets. A household-based approach would enable a full assessment of the overall economic situation of the household, in accordance with the aim of the Administration to identify low-income households as the target recipients and in line with other standing Government financial assistance schemes. It was neither practicable nor appropriate to adopt a "dual-track" approach, as it could not help screen out those who had less financial need and there was a greater risk of abuse and confusion in the implementation of the scheme. The Administration would conduct a comprehensive review of the WITS Scheme, including its objectives, eligibility criteria, *modus operandi* and effectiveness, having regard to the experience gained during the first three years after its implementation. A mid-term review would be carried out in October 2012, having regard to the experience gained during the first year of operation.

33. The Administration subsequently informed members at the Panel meeting on 17 February 2011 that having considered the views of members and with an aim to benefit more low-income earners, it would propose further enhancements to the WITS Scheme by raising the income threshold for two-member households from \$8,500 to \$12,000 and providing a half-rate subsidy of \$300 to qualified applicants who worked for less than 72 hours but at least 36 hours per month.

34. Members in general supported the Administration's proposed enhancements to the WITS Scheme, although they considered that there was room for further improvement. A suggestion was made to the Administration to explore the feasibility of adopting the "dual-track" approach and streamlining the means test procedures in its future review of the scheme.

Progress of setting up a pioneer one-stop employment and training centre in Tin Shui Wai

35. The Panel was briefed on the progress of establishment of a pioneer one-stop employment and training centre ("OSS") in Tin Shui Wai. Members noted that OSS would provide personalized and customized employment services on a trial basis to 500 unemployed able-bodied Comprehensive Social Security Assistance ("CSSA") recipients in its first year of operation, with a view to helping them secure employment and become self-reliant. Apart from these 500 CSSA recipients, OSS would also serve other job-seekers in need of employment assistance in a way similar to existing job centres of LD. The Social Welfare Department ("SWD") would refer fresh CSSA recipients to OSS as existing CSSA recipients were already receiving assistance under the employment assistance programmes operated by SWD. After gaining experience and refining the modus operandi, OSS would be more ready to serve more unemployed able-bodied CSSA recipients in the district.

36. Queries were raised on the decision to set up OSS in Tin Shui Wai, given its remote location, and whether OSS was to be merged with the existing Yuen Long Job Centre ("YLJC") due to resource constraints.

37. According to the Administration, Tin Shui Wai had the second highest unemployment rate in Hong Kong. OSS would provide residents of Tin Shui Wai with enhanced employment services. In addition, the new Amenity and Community Building in Tin Ching Estate could provide additional space for OSS to operate. OSS in Tin Shui Wai would

be easily accessible by various transportation means and it was only 15 minutes away by public transport from Yuen Long town centre. The Administration proposed the merging of OSS and the existing YLJC, with an aim to facilitating better utilization of resources. Apart from deploying all the officers currently working at YLJC to work at OSS, additional manpower would be deployed to provide quality services to job-seekers.

38. While members were in general supportive of the proposed OSS, which offered one-stop employment assistance, they were of the view that the Administration should expedite the provision of such services. Members sought information on when and how the Administration would review the operation of the proposed OSS, and whether the Administration would establish OSS in other districts.

39. The Administration advised that during the initial period of operation, the performance of OSS would largely be measured in quantitative terms, such as the numbers of job-seekers using the facilities of OSS, seeking job referrals and receiving case management services. Thereafter, the effectiveness in assisting hard-to-employ job-seekers to secure employment would be evaluated, for which a longer time was needed for consolidating the relevant data and information. The Administration planned to review the operation of OSS two years after its commencement. If the pioneer OSS was proved successful in the provision of employment assistance and its services were found suitable in other districts, OSS would be extended to other districts having regard to the unique socio-economic characteristics of the respective districts.

Review of the system for recognition and monitoring of mandatory safety training courses

40. When receiving a briefing on the results of the Administration's review of the system for recognition and monitoring of mandatory safety training ("MST") courses and the improvement measures proposed by the Administration for further strengthening the quality assurance mechanism for MST courses, members expressed grave concern over various problems identified in post-course examinations, including cheating, leaks of examination contents and laxity of invigilation. In the view of members, these problems could have an adverse impact on the quality of MST courses as well as the effectiveness of these courses in enhancing the safety awareness and knowledge of workers. Members called on the Administration to consider holding central examinations or bringing in independent invigilators.

41. The Administration advised that since staff of training course providers ("TCPs") and trainees would inevitably behave with more discipline in the presence of LD officers conducting inspections, it was difficult to uncover irregularities in instruction and the post-course examinations even with surprise inspections by LD officers. Apart from stepping up monitoring of the courses, including arranging undercover operations and surprise inspections of post-course examinations, there was a need to tighten regulatory control on TCPs and MST courses. Among other enhancement measures, LD would provide TCPs with centrally-prepared examination papers and issue them to individual TCPs shortly before the examinations, so as to minimize the chance of leaks of examination contents. Regarding the suggestion of introducing a system of central examination or bringing in independent invigilators, the Administration considered that there were practical difficulties in implementing the proposals in view of the need to cater for the flexibility required by the large number of candidates who had to complete the MST training and examinations in order to work. The provision of examination papers centrally by LD to TCPs for the post-course examinations would be more practicable and suit the needs of the workers.

Latest position of the Protection of Wages on Insolvency Fund

42. Members noted that the surplus of the Protection of Wages on Insolvency Fund ("PWIF") had recorded a steady growth from \$1,749 million in the end of 2009 to \$2,152 million in the end of 2010 and the Administration planned to expand the scope of PWIF to cover pay for annual leave and statutory holidays accrued but not yet taken by employees in insolvency cases. A suggestion was made to further enhance the protection for employees by raising the payment ceiling from \$10,500 to \$20,000 and relaxing the limits in respect of an employee's outstanding entitlements to statutory holidays in the application for ex gratia payment from PWIF.

43. According to the Administration, LD and the Protection of Wages on Insolvency Fund Board ("the PWIF Board") adopted a prudent approach in managing PWIF and improved its coverage in a progressive manner, with a view to enhancing employees' protection while ensuring the sustainability of PWIF. With gradual improvements to PWIF's coverage over the years, the maximum amount of ex gratia payment which an employee could receive from PWIF had increased from \$8,000 in 1985 to the current level of \$278,500. The Administration's proposal

to expand the scope of PWIF to cover pay for untaken annual leave and statutory holidays subject to a payment ceiling of \$10,500 had secured the support of the PWIF Board and the Labour Advisory Board. The Administration was working in full gear on the legislative amendment to the Protection of Wages on Insolvency Ordinance (Cap. 380), with a view to introducing the relevant amendment bill into LegCo in the 2010-2011 legislative session.

Replacement holiday arrangements

44. The Administration briefed members on its proposal to amend EO and the General Holidays Ordinance (Cap. 149) in relation to the arrangement for replacement holiday when a Lunar New Year holiday or the day following the Chinese Mid-Autumn Festival fell on a Sunday.

45. While members in general welcomed the proposal, there were concerns that as an increasing number of organizations were implementing a five-day work week, employees working in these organizations would unlikely benefit from the replacement holiday arrangement as presently proposed. The Administration was requested to further examine the feasibility of extending the replacement holiday arrangement to cover the situation where a statutory holiday or general holiday fell on a Saturday, so as to address the concerns of employees who worked five days a week from Monday to Friday with day-off on Saturday.

46. According to the Administration, the community had divergent views on the issue. There were views that employees should be granted a replacement holiday should a statutory holiday or general holiday fall on a Saturday. On the other hand, there were views that as many establishments remained open on Saturdays and many employees were still required to work on Saturdays, the impact of such arrangement on business operation and costs should not be underestimated and the suggestion should not be considered before its full implications were carefully assessed. In the light of this, LD had commissioned C&SD to collect and compile statistical data for the purpose of facilitating better understanding of the working days and holiday patterns of employees in Hong Kong. The statistical data to be collected by C&SD were expected to be available in the first quarter of 2012. Where appropriate, the Administration would carry out an analysis and consult relevant stakeholders, including the industry, employers and employees organizations on the matter.

Occupational Safety in Hong Kong

Safety of repair, maintenance, alteration and addition ("RMAA") works

47. The Panel noted with grave concern the increase in the number of accidents related to RMAA works. To ensure RMAA works contractors' compliance with the relevant safety legislation, members considered it necessary for the Administration to conduct more regular inspections, apart from paying surprise inspections, to workplaces. A heavier penalty for repeated breach of the law should also be imposed in order to achieve greater deterrent effect.

48. The Administration advised that the construction industry, which recorded the highest injury and accident rate, remained a major area of concern in respect of occupational safety and health performance. LD had launched promotion and publicity campaigns vigorously, focusing on construction safety, RMAA works safety, scaffolding safety, catering safety, cargo and container handling safety. Where circumstances warranted, LD had taken rigorous enforcement actions and issued improvement notices/suspension notices to ensure compliance with relevant safety legislation and to remove imminent risks of death or serious bodily injury.

Safety of lift and escalator maintenance and repair works

49. Noting the large number of lift incidents in recent years, members considered the level of penalty too low to provide sufficient deterrence. Members urged the Administration to introduce legislative amendments to enhance regulatory control over lift and escalator safety and to increase the penalty levels to deter malpractice and substandard works.

50. According to the Administration, the Electrical and Mechanical Services Department ("EMSD") was responsible for lift safety while LD was responsible for occupational safety of workers engaged in lift installation, repair and maintenance works. To ensure the safety of workers carrying out maintenance works at lifts, LD had all along been working closely with EMSD.

Safety and health of employees in the catering industry

51. Noting that the catering industry continued to rank top among all industries in terms of the number of accidents, members sought information on the preventive measures adopted by the Administration in

promoting the occupational safety and health awareness of employers and employees in the industry.

52. According to the Administration, the increase in the number of accidents in the catering industry was mainly due to the relatively large workforce in the sector, and the major causes of occupational injuries in the industry included "injury by hand tool", "injury whilst lifting or carrying" and "contact with hot surface or substance". LD had joined hands with the Occupational Safety and Health Council ("OSHC") to launch publicity campaigns to bring relevant safety messages to employees in the catering industry. LD and OSHC had in the past few years launched a number of sponsorship schemes to provide financial support to SMEs to purchase the necessary safety equipment. Among others, there was a scheme to provide subsidies for purchase by SME catering establishments of cut-resistant gloves and slip-resistant shoes for kitchen frontline workers. These sponsorship schemes aimed to foster safety awareness and change work habits, and ultimately reduce the number of work accidents.

Occupational safety under hot or inclement weather

53. Members expressed concern over the occupational safety of cleaning workers working in an enclosed area, such as an aircraft cabin, under very hot weather. They were given to understand that LD conducted regular review of guidelines and legislation, including guidelines on working in inclement weather and the related legislation, for protecting the safety of employees at work. The Administration would, in the light of social, economic and technical developments as well as the trend of occupational accidents, consider if amendments to existing guidelines or new guidelines and legislation which sought to keep pace with changing needs of time were required for protecting employees' safety at work.

Performance of driving duties by foreign domestic helpers ("FDHs")

54. The Panel was very concerned about the situation of FDHs performing driving duties. Members noted that the Schedule of Accommodation and Domestic Duties annexed to the Standard Employment Contract for employing an FDH stipulated that FDHs could not work as full-time chauffeurs. However, there was a special arrangement under which FDHs were permitted to perform driving duty if it was incidental to and arising from domestic duties under special permission granted by the Immigration Department ("ImmD"). Some

members were gravely concerned about abuse of the special arrangement and urged the Administration to step up enforcement against such abuse.

55. According to the Administration, the number of FDHs with special permission to perform driving duties incidental to and arising from domestic duties constituted a small percentage of the FDH population. Apart from following up complaints, ImmD conducted inspections from time to time. In the first four months of 2011, ImmD found 14 FDHs driving vehicles during inspections conducted in different areas. All were confirmed having been granted special permission to perform the concerned driving duties.

Financial proposal

56. During the session, the Panel was consulted on the Administration's proposal to create one permanent post of Assistant Commissioner for Labour in LD to rationalize and strengthen its directorate establishment for labour administration. Members generally supported the proposal and considered it equally important to provide adequate staff at the non-directorate level in LD. They noted that alongside the planned creation of the directorate post, the Administration would create non-directorate posts in 2011-2012 to strengthen the existing staffing resources for various ongoing and new initiatives relating to labour administration. In line with the principle of prudent management of public resources, the Administration would keep the operational and manpower requirements of LD under constant review and would consider the feasibility of measures such as internal redeployment, streamlining and re-engineering.

Other issues

57. Apart from the major issues outlined above, the Panel had also discussed other issues with the Administration, including recognition of sick leave certificates issued by registered chiropractors as valid sick leave certificate, mid-term review of the Qualifications Framework Support Schemes and the progress of development of the Qualifications Framework.

Meetings held

58. During the period between October 2010 and end of June 2011, the Panel held a total of 13 meetings, including a joint meeting with the Panel on Food Safety and Environmental Hygiene on the creation of employment opportunities under the hawker policy. Another meeting

has been scheduled for July 2011 and an overseas duty visit to the Republic of Korea to study their experience in the implementation of standard working hours has been scheduled for late July 2011.

Council Business Division 2
Legislative Council Secretariat
29 June 2011

**Legislative Council
Panel on Manpower**

Terms of Reference

1. To monitor and examine Government policies and issues of public concern relating to labour, manpower planning, vocational training and education, and qualifications framework.
2. To provide a forum for the exchange and dissemination of views on the above policy matters.
3. To receive briefings and to formulate views on any major legislative or financial proposals in respect of the above policy areas prior to their formal introduction to the Council or Finance Committee.
4. To monitor and examine, to the extent it considers necessary, the above policy matters referred to it by a member of the Panel or by the House Committee.
5. To make reports to the Council or to the House Committee as required by the Rules of Procedure.

**Legislative Council
Panel on Manpower**

Membership list for 2010-2011 session

| | |
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| Chairman | Hon LEE Cheuk-yan |
| Deputy Chairman | Hon LI Fung-ying, SBS, JP |
| Members | Hon CHEUNG Man-kwong Hon LEUNG Yiu-chung Hon Andrew CHENG Kar-foo Hon Tommy CHEUNG Yu-yan, SBS, JP Hon Frederick FUNG Kin-kee, SBS, JP Hon WONG Kwok-hing, MH Hon Andrew LEUNG Kwan-yuen, GBS, JP Dr Hon LAM Tai-fai, BBS, JP Hon CHAN Kin-por, JP Hon CHEUNG Kwok-che Hon WONG Sing-chi Hon WONG Kwok-kin, BBS Hon IP Wai-ming, MH Hon IP Kwok-him, GBS, JP Dr Hon PAN Pey-chyou Hon Alan LEONG Kah-kit, SC Hon LEUNG Kwok-hung |

(Total : 19 Members)

Clerk Mr Raymond LAM

Legal adviser Ms Clara TAM

Date 14 October 2010