

## Panel on Manpower

List of follow-up actions

(position as at 10 October 2011)

Subject	Date of meeting	Follow-up action required	Administration's response
1. Progress of the implementation of the Mandatory Provident Fund ("MPF") System	18.1.2001	The Administration was requested to provide monthly progress reports on the implementation of the MPF System.	The progress reports for the months between May and August 2011 were circulated vide LC Paper Nos. CB(2)2254/10-11, CB(2)2445/10-11, CB(2)2551/10-11 and CB(2)2699/10-11 on 30 June, 26 July, 29 August and 4 October 2011 respectively.

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2. Admission Scheme for Mainland Talents and Professionals	4.4.2003 (Joint meeting with the Panel on Security)	The Administration agreed to provide members with progress reports on the Scheme on a regular basis.	Progress report on the Scheme for the period from 1 October 2010 to 31 March 2011 circulated vide LC Paper No. CB(2)1542/10-11 on 14 April 2011.
3. Implementation of Qualifications Framework ("QF")	Meeting of the Bills Committee on Accreditation of Academic and Vocational Qualifications Bill	<p>The Administration undertook to report to the Panel -</p> <p>(a) the progress of implementation of QF in individual industries on a half-yearly basis; and</p> <p>(b) the results of the review of the pilot scheme on Recognition of Prior Learning ("RPL") for the Printing and Publishing, Watch and Clock, and Hairdressing industries.</p>	<p>Progress of implementation of QF discussed at meetings of the Panel between October 2008 and June 2011.</p> <p>The pilot scheme on the RPL mechanism was completed in mid 2010. Reports on the pilot scheme submitted to the Panel vide LC Paper Nos.</p>

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			CB(2)1785/09-10(05) and CB(2)39/10-11(01) for the meetings respectively held on 17 June 2010 and 21 October 2010.
4. Arrears of wages in the construction industry	5.7.2007	The Administration was requested to map out a policy to require principal contractors to make wage payments direct to their subcontractors' workers, and revert to the Panel in the new legislative session.	Response awaited.
5. Policy and arrangements relating to admission of trainees to Hong Kong	23.3.2010	<p>The Administration was requested to -</p> <ul style="list-style-type: none"> <li>(a) provide a breakdown of the number of trainees admitted to Hong Kong by sector, position and training duration;</li> <li>(b) consider the need to establish a formal vetting mechanism under which relevant departments such as the Labour Department ("LD"), Immigration Department and Civil Aviation Department would be involved in processing the applications for visa/entry permit of</li> </ul>	Response awaited.

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		<p>persons to attend training in their sponsoring companies; and</p> <p>(c) report on the outcome of the investigation conducted on Cathay Pacific which had sponsored trainees who were allegedly working in Hong Kong to fill local staff positions.</p>	
<p>6. Report of the Provisional Minimum Wage Commission ("PMWC") - the initial statutory minimum wage rate</p>	<p>18.11.2010</p>	<p>The Administration was requested to provide the following information -</p> <p>(a) the financial position of the Exchange Fund, including the total amount of surplus accumulated to date; and</p> <p>(b) a response on whether and how the Administration would take forward the recommendations of PMWC as contained in Chapter 7 of its report.</p>	<p>Response awaited.</p>
<p>7. Provision of employment-related transport subsidy</p>	<p>23.11.2010</p>	<p>The Administration undertook to provide supplementary information on training allowance provided for youths who attended</p>	<p>Response awaited.</p>

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		pre-employment training courses and workplace attachment organized by LD.	
8. Review of the system for recognition and monitoring of Mandatory Safety Training Courses	11.4.2011	The Administration was requested to provide a written response on whether it would commence a further study, with a view to introducing a smart card for replacing and reducing the number of industrial safety training certificates issued to workers upon their completion of the relevant training.	Response circulated vide LC Paper No. CB(2)2582/10-11 on 6 September 2011.
9. Wage arrangement for non-skilled workers engaged in government service contracts	11.4.2011	<p>The Administration was requested to -</p> <p>(a) explain the factors which the Administration had considered in deciding to mandate government service contractors to provide their employees with paid rest days, with specific emphasis on the legal basis for this proposed arrangement;</p> <p>(b) advise whether there was any precedent judgment by the court that the practice adopted by LD and the Labour Tribunal when calculating employees' entitlements under the</p>	<p>Response circulated vide LC Paper No. CB(2)2071/10-11 on 15 June 2011.</p> <p>Response awaited.</p>

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		<p>Employment Ordinance in an attempt to settle labour disputes and claims against employers, such as calculating untaken annual leave/holiday pay on the basis of 30 days per month, would constitute an implied obligation on employers; and</p> <p>(c) provide the Panel with a copy of the revised standard employment contract for use by contractors of government service in their employment of non-skilled workers to carry out the service contracts.</p>	Response awaited.
10. Performance of driving duties by foreign domestic helpers ("FDHs")	17.5.11	<p>The Administration was requested to provide the following information -</p> <p>(a) a written response, with reasons for taking or not taking the measure proposed by some Members who suggested that an employer whose FDH was approved to perform driving duties should be issued and required to fix a prescribed label on his vehicle for identification purpose; and</p>	Response awaited.

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		(b) the number of FDHs in possession of valid Hong Kong driving licence.	
11. Progress of implementation of statutory minimum wage	17.5.11	The Administration was requested to provide information regarding the introduction of the Minimum Wage Reference Calculator.	Response circulated vide LC Paper No. CB(2)1896/10-11 on 25 May 2011.
12. Recognition of sick leave certificates issued by registered chiropractors as valid sick leave certificates	17.6.11	The Administration was requested to set out in writing the factors which the Administration would take into account during its future review and determination of whether the medical certificates issued by chiropractors should be recognized under labour-related legislation.	Response circulated vide LC Paper No. CB(2)2654/10-11 on 21 September 2011.
13. Measures adopted by the Labour Department in handling false self-employment	12.7.11	The Administration was requested to provide more detailed information about the 397 alleged false self-employment disputes registered with the Labour Relations Division between October 2009 and May 2011, with a breakdown of the more common category of transportation industry in which false self-employment disputes were involved, the nature of disputes involved, the time taken for conclusion of the cases and their	Response awaited.

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		outcome, and if prosecution action was taken, the nature of the offence and the penalty awarded by the court.	
14. A review of occupational diseases in Hong Kong in 2010	12.7.11	The Administration was requested to provide further information on the six suspected cases of heat stroke at work reported to LD in the first half of 2011, including the results of the relevant medical assessments and irrespective of whether the cases were confirmed as work-induced, the causes for the heat stroke in each of the cases.	Response awaited.