



醫院管理局
HOSPITAL
AUTHORITY

11 June 2013

The People's Republic of China
Hong Kong Special Administrative Region
Legislative Council
Panel on Public Services
(Attn: Ms Shirley CHAN)

Dear Ms CHAN,

Submission from 醫院管理局職工總會 in regard to the Hospital Authority
Information Technology Services Contract Workers

I refer to your letter to our Chairman on 28 May 2013 regarding the captioned matter and would like to provide the response as follows:

1. The IT contractor services are engaged through open tender mechanism in accordance with the Hospital Authority (HA)'s procurement policies. As stipulated in the tender document, HA requires the contractors to align with the market on the wages and other employment conditions to their IT contract workers. Under the service contracts between HA and the contractors, the contractors may request HA for an annual adjustment to the charging rates making reference to the Hong Kong Government Consumer Price Index (B) and the contractors are obliged to adjust the pay package of the IT contract workers in same proportion so that they can benefit from the adjustment. The performance of the contractors, including their compliance of relevant statutory requirements and performance standard stipulated under the service contracts will be monitored regularly.
2. With regard to the concerns of the penalty on early termination of contract, all serving contractors confirmed that apart from the payment in lieu of notice commonly adopted by the industry for inadequate notice period given for termination of employment, no other payment or penalty is imposed for the early termination cases.
3. Suitable IT contract workers are recruited through an open and transparent process of which invitations are sent to all contractors for referral

of candidates for HA's consideration whenever vacancy arises. HA will review the administrative procedures including the recruitment and contract renewal process taking into consideration views from different stakeholders.

4. The manpower plan of the HA Information Technology Services (HAITS) is conducted on an annual basis dovetailing with the corporate service direction, and the resources are managed properly to meet the services objectives effectively and efficiently. As the demand for IT services in HA is often on project basis and can vary, HA needs to adopt a flexible resourcing strategy which includes engaging contractor services to provide support to the IT services instead of solely relying on the HA internal staff.

Yours sincerely,



(Dr N T CHEUNG)
for Chief Executive
Hospital Authority