

立法會
Legislative Council

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(These minutes have been seen by
the Administration and cleared
with the Chairman)

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**Bills Committee on
Provision of Municipal Services (Reorganization) Bill**

**Minutes of Meeting
held on Tuesday, 26 October 1999 at 2:30 pm
in the Chamber of the Legislative Council Building**

- Members Present** : Hon Andrew WONG Wang-fat, JP (Chairman)
Hon HO Sai-chu, SBS, JP
Hon LEE Wing-tat
Hon Fred LI Wah-ming, JP
Hon Ambrose CHEUNG Wing-sum, JP
Hon CHAN Kam-lam
Hon Jasper TSANG Yok-sing, JP
Hon Howard YOUNG, JP
Hon YEUNG Yiu-chung
Hon CHOY So-yuk
Dr Hon TANG Siu-tong, JP
- Members Absent** : Hon Kenneth TING Woo-shou, JP
Hon Cyd HO Sau-lan
Hon Ronald ARCULLI, JP
Hon James TO Kun-sun
Hon CHAN Wing-chan
Hon FUNG Chi-kin
- Members Attending** : Hon Michael HO Mun-ka
Hon NG Leung-sing
Hon CHAN Yuen-han

Action

Public Officers : Mrs Lily YAM
Attending Head, Task Force on Reorganization of Municipal Services

Mr David LAN
Secretary for Home Affairs

Mr Peter CHEUNG
Deputy Secretary for Home Affairs

Mrs Carrie LAM
Deputy Secretary for the Treasury

Mr Duncan PESCOD
Deputy Secretary for Civil Service

Mrs Maureen CHAN
Deputy Secretary for Constitutional Affairs

Mr Peter LAU
Assistant Head, Task Force on Reorganization
of Municipal Services

Mr John LEUNG
Principal Assistant Secretary for Constitutional Affairs

Miss Elizabeth LEE
Senior Principal Executive Officer (Task Force)

Clerk in : Mrs Constance LI
Attendance Chief Assistant Secretary (2) 2

Staff in : Mr LEE Yu-sung
Attendance Senior Assistant Legal Adviser

Miss Flora TAI
Senior Assistant Secretary (2) 2

Action

I. Briefing on the New Framework for Delivering Municipal Services
[LC Paper No. CB(2)175/99-00]

At the invitation of the Chairman, Head, Task Force on Reorganization of Municipal Services (Head, Task Force) briefed members on the paper on the new framework for delivering municipal services prepared by the Task Force on Reorganization of Municipal Services. She emphasized that the objective of reorganization was to provide better services to meet the changing demands of society, and to provide a more effective regulatory system for the delivery of municipal services.

New structure for food safety and environmental hygiene

2. Head, Task Force said that the Administration was conscious that there should be a more proactive, comprehensive and open regulatory system for food safety and environmental hygiene. The Administration had considered the recommendations in the Consultant's Report on Food Safety and Environmental Hygiene Services in Hong Kong. Having regard to the views of the Department of Health (DH) and the Agriculture and Fisheries Department (AFD), the two key players in the recent Avian flu crisis, the Administration had proposed some modifications to the Consultant's proposal.

3. Head, Task Force said that with the establishment of a Environment and Food Bureau (EFB) and a new Food and Environmental Hygiene Department (FEHD) under the new administrative structure, the control and regulation of food safety and environmental hygiene would be strengthened in the following ways -

- (a) a new Food and Public Health Branch would be set up under the proposed FEHD, to be staffed by multi-disciplinary professionals, to reinforce the food surveillance programme to ensure that it reflected current needs and international standards, and to adopt a more systematic approach in educating the public and the trade on food safety;
- (b) there would be closer liaison among the relevant policy bureaux and departments in the control of food safety and management of food incidents, and an inter-departmental working group would be set up to provide better coordination and to strengthen community participation in this respect;
- (c) in view of some negative reporting on the work of the Provisional Municipal Councils (PMCs) and their executive departments, the Administration aimed to enhance the professionalism and accountability of the municipal services staff in the new FEHD. A

Action

new Headquarters Division would be set up in FEHD, to be headed by an Assistant Director, to take charge of the departmental policies on public hygiene standards across the territory and to formulate new guidelines and procedures for adoption in the Districts. An Assistant Director post was also proposed for the Administration and Development Branch of the FEHD to strengthen the management and development of the environmental hygiene grades and to inculcate a new culture of service, responsiveness and accountability in the Department; and

- (d) as environmental protection matters would come under the responsibility of the EFB, a new post of Principal Assistant Secretary (PAS) would be created in EFB for overseeing matters relating to domestic waste collection and removal (in addition to waste management) to achieve greater consistency in waste management policy and more effective coordination of the work of the Environmental Protection Department (EPD) and FEHD.

4. Head, Task Force advised that a total of 85 new posts were proposed for the new structure, including 48 posts for the new EFB, 33 posts for FEHD and four posts for the Home Affairs Bureau (HAB) in relation to arts and cultural services. On the other hand, a total of 1291 surplus posts had been identified for deletion although the Consultant had recommended deletion of only 353 surplus posts. Head, Task Force stressed that the streamlining aimed to achieve more cost-effective use of resources instead of staff savings. The Administration would have to give due regard to the staff morale and stability of service following the abolition of the PMCs, when considering further streamlining of the structure for the delivery of municipal services.

Framework for culture, the arts, recreation and sports services

5. At the invitation of the Chairman, Secretary for Home Affairs (SHA) briefed members on the proposed structure for culture, the arts, and sport services. He informed members that HAB had set up a Task Force in April 1999 to follow up the recommendations in the Consultant's Report on Culture, the Arts, Recreation and Sports Services which the Administration had accepted. The objective of the HAB Task Force was to study and devise a new administrative framework for the provision of arts, culture and sports, in consultation with the culture and sports community. At the request of Mr Ambrose CHEUNG, Deputy Secretary for Home Affairs (DS(HA)) agreed to provide a progress report on the deliberations of the Task Force to the relevant Panel.

Admin

6. With regard to arts and culture, SHA stressed that the Administration was committed to providing a framework allowing freedom of expression and

Action

diversity in development. The Administration aimed at reducing direct management by Government by encouraging community participation in the resource allocation and pluralistic development of the arts and culture. The new structure would also provide better coordination among Government, statutory bodies and the arts and cultural bodies in the provision of cultural and leisure services, through the following measures -

- (a) a new Leisure and Cultural Services Department (LCSD) would be set up to take over the responsibilities of the two PMCs for promoting and providing cultural and leisure services and managing the cultural and leisure facilities; and
- (b) a high level non-statutory Culture and Heritage Commission (the Commission) would be established to advise on the overall cultural development and resource allocation, with membership drawn from the arts and culture community including the Chairmen of the Hong Kong Arts Development Council (HKADC), Academy of Performing Arts (APA), Arts Centre and Antiquities and Monument Board. The Commission would also coordinate, but not direct, the work of the statutory and local bodies in promoting cultural development and heritage preservation in Hong Kong.

7. SHA said that the new framework would have the following benefits -

- (a) the Culture and Heritage Commission was tasked to devise long-term policies and strategies with vision and to decide on the overall funding priorities. This would address the existing fragmentation of resources and lack of co-ordination in the provision of cultural and arts services;
- (b) more resources would be allocated to new initiatives, development of new art forms, preservation of heritage and public education on arts and culture; and
- (c) corporatization of performing companies and contracting out of the management of performing venues and ticketing service would enlarge the scope of private sector participation, thereby facilitating pluralistic development.

8. On the delineation of responsibilities between LCSD and the Hong Kong Sports Development Board (HKSDB), SHA said that HKSDB would concentrate on sports development and elite training while the new LCSD would focus on the promotion of recreation activities and sport-for-all in Districts. The Sports Federation and Olympic Committee of Hong Kong (SF&OC) would

Action

continue to lead the various sports associations in the furtherance of sports development and would be Hong Kong's representative in the International Olympic Committee.

9. SHA said that the new framework would have the following benefits on the sports and recreation front -

- (a) representativeness of the HKSDB would be enhanced with expanded membership drawn from SF&OC, National Sports Associations (NSAs) and the sports community;
- (b) there would be clearer delineation of responsibilities between HKSDB, SF&OC and LCSD; and
- (c) there would be more community participation at the District level as LCSD would work closely with District Councils (DCs) and district bodies to promote sport-for-all and recreation programmes.

10. SHA also appealed to Members for the early passage of the Bills which sought to revise the membership of HKADC and HKSDB.

Discussion on the new framework

Delineation of responsibilities

11. Mr Howard YOUNG asked whether the responsibility for collection of marine refuse would be transferred to the new EFB or FEHD. Head, Task Force responded that the new FEHD was already a very large department tasked with many responsibilities. The collection of marine refuse would therefore continue to be dealt with by the Marine Department. She pointed out that the reorganization was mainly on the transfer of responsibilities from the two PMCs (and their executive departments) to the Government, and the strengthening of regulatory control over food safety.

12. In response to Mr Howard YOUNG's further enquiry, Head, Task Force said that management of country parks and conservation matters would remain to be the responsibility of AFD which would report to the new EFB instead of Economic Services Bureau on policy matters in this respect.

13. Mr LI Wah-ming held the view that the PMCs should not be blamed for the problems in the delivery of municipal services which were carried out by their executive departments staffed by government officers. As the same staff would be transferred to the new FEHD, he wondered how the new administrative structure could offer new solutions to the problems. In response, Head, Task Force acknowledged the contributions made by the PMCs in the provision of

Action

municipal services. She said that during the consultation exercise on the review of district organizations in 1998, the public had expressed concern about the fragmentation of responsibilities among the PMCs and Government agencies in matters relating to food safety and environmental hygiene. There was a clear consensus in the community that there should be better co-ordination in the delivery of municipal services, and the Administration was determined to improve such services under the new structure.

14. Mr CHAN Kam-lam commented that as the purpose of the reorganization was to provide better coordination in the delivery of municipal services, he urged the Administration to review out-dated policies and propose improvements to address the community's concerns. He also asked Government to further study the new structure to identify common areas which could reconcile with other proposals such as the "One Council One Department" proposal.

15. Head, Task Force responded that there was already a consensus during the consultation process that a major structural change was necessary to ensure better co-ordination in dealing with matters relating to food safety and environmental hygiene. The new framework as proposed by the Administration was to address the community's aspiration in this respect. Head, Task Force added that she had considered the "One Council, One Department" proposal but found the proposal of designating one Director at D6 level to be in charge of the whole range of municipal services infeasible.

16. Mr Ambrose CHEUNG said that he failed to see how the Administration's proposed framework could address the existing problems about fragmentation of responsibilities as there would be three policy bureaux, five government departments and three advisory bodies responsible for municipal services. Head, Task Force responded that only two policy bureaux, the EFB and Health and Welfare Bureau, would be involved in food safety and public health. The establishment of advisory bodies was to enhance public monitoring and community participation.

17. Miss CHOY So-yuk said that she had reservations about the proposal of creating a new LCSD to assume responsibility for promoting sport for all and recreational activities. She considered that existing resources could be better utilized if they were allocated directly for the benefit of the NSAs and other sports associations. SHA responded that there was some overlapping of work between the HKSDB and PMCs at present but the new structure would enable a clearer delineation of responsibilities between HKSDB and LCSD. While the HKSDB would concentrate on the development and identification of talent for elite training, LCSD would increase liaison with DCs, NSAs and schools in promoting sports for all programmes and recreational activities at the District level. LCSD would also assist and facilitate NSAs in the provision of venue-based sport training programmes.

Action

18. Miss CHOY So-yuk also expressed reservation about the proposed transfer of the Music Office to APA because the latter's role was more on development of professional artists instead of music education for the community. She said that such arrangement was in contradiction with the Administration's policy of differentiating elite training from community education. DS(HA) responded that the proposed transfer would be of mutual benefit to both the Music Office and APA in the promotion of music education and in the training and development of musical talents among the young people. Miss CHOY So-yuk queried the feasibility of assigning one single organization to be responsible for both professional training in music and music promotion. DS(HA) pointed out that LCSD would also be responsible for the promotion of culture and arts in the community. Responding to the Chairman, DS(HA) confirmed that the Music Office would be temporarily placed under LCSD upon dissolution of the PMCs, pending an agreement to be reached with the APA on the transfer.

The new administrative structure and staff establishment

19. Referring to the organization chart of the new FEHD at Appendix 2 of the paper, Dr TANG Siu-tong asked whether the Consultant (Community Medicine) and the Assistant Director of Health in the Food and Public Health Branch would report to both FEHD and DH. Head, Task Force said that the Food and Public Health Branch would be a multi-disciplinary unit with professionals drawn from different departments. These officers would be seconded from their parent departments and responsible to the Director of Food and Environmental Hygiene for their day to day work.

20. Mr LEE Wing-tat queried why the Leisure Services Branch of LCSD would need three Assistant Directors (ADs) since the structure should have been streamlined by removing the Regional Offices. DS(HA) responded that in addition to the AD responsible for sports subventions and setting of fees and charges, two other ADs would be responsible for the operation of district leisure and sports services and the management of major facilities on Hong Kong Island and Kowloon, and in the New Territories. He stressed that the LCSD would take a proactive approach in establishing contacts with the NSAs and local bodies in promoting sport and recreational activities in Districts. Mr LEE was of the view that management of venues and facilities could be performed by Chief Recreation and Sport Officers instead of ADs, since there was already a Principal Assistant Secretary in HAB responsible for the recreation and sports policies. DS(HA) explained that the policy bureau and department performed different duties. The PAS for recreation and sports was an existing post responsible for the overall recreation and sport policies and legislation, liaison with HKSD and SF&OC, as well as the planning and co-ordination of territory-wide recreational and sport projects, etc.

Action

21. Mr LEE Wing-tat expressed concern that the Administration proposed a considerable reduction of posts in lower ranks while recommending more directorate posts for the new structure. For example, there would be six PASs in EFB, although the Consultant had recommended only five. He also pointed out that the Consultant recommended deletion of some 300 posts while the Administration proposed a deletion of 1 291 posts. Mr LEE asked whether the Administration was sacrificing the benefits of the low ranks for those of the high ranks. Head, Task Force explained that over 700 of these 1 291 surplus posts were now vacant. As regards the 530 surplus staff, they were mainly general and common grades staff such as Information Officers, Chinese Language Officers and support staff whose service was no longer required following the dissolution of the municipal councils and their secretariats. As regards the number of PASs in EFB, Head, Task Force said that the Consultant had recommended two PASs for environmental hygiene and food-related policies and legislation, licensing and appeals and support services to the Advisory Council on Food and Environmental Hygiene. An additional PAS post was proposed by the Administration to take over the policy matters of agriculture and fisheries which were subsequently added to the EFB. She stressed that this additional post was necessary in order to enhance food safety controls and co-ordination of public health and food safety management among bureaux and departments. She added that the detailed job descriptions of the proposed directorate posts were already provided at the Annex to the Administration's paper.

22. Mr LEE Wing-tat was of the view that although a large percentage of the surplus posts identified was vacant posts, it did represent a considerable reduction of the total staff establishment. Mr LEE maintained that it was unfair that the staff reduction only affected the lower ranks while an increase was proposed for the directorate posts. He also queried why the FEHD would need eight ADs and LCSD would need nine. Head, Task Force said that she could not agree that the Administration had been generous in planning the directorate establishment. She stressed that the surplus posts would be deleted only because there was no longer a job requirement for such posts upon the dissolution of the PMCs and their secretariat. She pointed out that the proposed directorate posts were necessary to provide leadership at a time of change and to undertake the various policy reviews on municipal services to reconcile and rationalise the differences of the PMCs.

23. In response to the Chairman, Head, Task Force clarified that under the new administrative structure, the total number of directorate posts would be reduced from 40 to 38 (including eight new posts). Five of the eight new posts would be in EFB, two in FEHD and one in HAB. At the request of Mr LEE Wing-tat, Head, Task Force agreed to provide a table showing the proposed deployment of existing directorate posts to the relevant bureaux and departments under the new administrative structure.

Admin

Action

24. Mr Michael HO Mun-ka also sought clarification on the six directorate posts for the EFB. Head, Task Force confirmed that the posts of PAS(A)2 and PAS(B)2 were existing posts deployed from the Economic Services Bureau and Planning, Environment and Lands Bureau. She further informed members that 48 out of the 74 posts in EFB would be new posts, while the remainder was existing posts deployed or transferred from relevant bureaux or departments.

Admin

25. In response to Mr LI Wah-ming, Head, Task Force said that the Urban Services Department (USD) and Regional Services Department (RSD) now had an establishment of 15 407 and 11 508 posts respectively. She also agreed to provide a breakdown of the 27 388 posts under the existing establishment of the HAB, USD, RSD, DH and AFD for the provision of municipal services.

Financial implications

26. Head, Task Force said that the new structure would require a full year budget of \$9,898.3 million if the staffing requirements were expressed in terms of notional annual salary at mid-point. As compared with the budget of the PMCs in the financial year 1999-2000, the reorganization when fully implemented would result in total annual notional saving of \$699.8 million.

Admin

27. With reference to paragraph 45 of the paper, Mr LI Wah-ming requested the Administration to provide a breakdown of the savings under "Other Charges" and "Other streamlining/enhanced productivity initiatives". Deputy Secretary for Treasury (DS(T)) responded that "Other Charges" were general departmental expenses such as rentals, electricity and water charges and hire of services. Savings would be achieved due to economies of scale following reorganization because services would be organized on a functional instead of geographical basis. She undertook to provide more information on the savings for members' reference.

28. Mr LI Wah-ming asked whether any of the anticipated savings could be achieved even without the abolition of the PMCs. DS(T) stressed that the Administration had not claimed that the total savings of \$699.8 million in recurrent expenditure upon reorganization were a direct result of the dissolution of the PMCs. The Administration had compared the proposed full-year budget of the new structure with the PMCs' budget for 1999-2000 and taken out the additional costs for officers seconded to the PMCs and the expenditure of the Cheung Sha Wan Abattoir which would be closed shortly. In response to the Chairman, Head, Task Force confirmed that the staff expenses for the secretariats of the PMCs and the allowances for PMC members had also been excluded from the proposed budget of the new structure.

Action

29. Noting that the new Departments would have to carry 530 surplus staff on their establishment for a short period pending arrangements for their redeployment, Mr Howard YOUNG asked about the timetable for achieving the total annual notional saving of \$699.8 million. Head, Task Force replied that it would depend on the progress of the deployment of these surplus staff, but it was expected that the redeployment exercise would complete within a short period of time.

30. Miss CHAN Yuen-han expressed concern whether some of the surplus staff would be laid off after reorganization as in the case of the closing down of Cheung Sha Wan Abattoir. Head, Task Force responded that there would be no need to lay off any of the surplus staff because 510 of them belonged to the general or common grades and the Administration did not envisage much problem in transferring them to other departments. As regards the remaining 20 posts of artisans or workers, they could easily be absorbed by natural wastage and creation of new posts for new services. Head, Task Force further pointed out that the closing down of Cheung Sha Wan Abattoir was a different issue. The Administration had already made special arrangement to find other positions for those abattoir staff who were not satisfied with the re-deployment arrangements. The Administration had also briefed Legislative Council (LegCo) Members on the arrangements. In this regard, the Chairman remarked that the closing down of Cheung Sha Wan Abattoir was rather unique in that the Administration would have difficulties in re-deploying abattoir staff to other posts as Cheung Sha Wan Abattoir was the last Government-run abattoir.

31. In response to Miss CHAN Yuen-han, Head, Task Force confirmed that the general and common grades staff would retain their salaries and benefits on re-deployment to other posts. She said she understood that staff affected by the reorganization would be concerned about their future, and she reassured members that no staff member would lose his/her job because of the reorganization.

32. Responding to the Chairman, DS(T) informed members that the Finance Bureau and the Civil Service Bureau had taken various measures to facilitate the re-deployment process and were confident that the 510 general or common grades surplus staff would be re-deployed by 1 April 2000. Deputy Secretary for the Civil Service confirmed that the policy was to avoid staff redundancy and that the general grades staff concerned would have no change in their conditions of appointment.

33. Mr CHAN Kam-lam said that the staff worries were understandable as initiatives such as corporatization, privatization and contracting out of services would have an impact on future staff establishment. He therefore asked the Administration to be cautious in the implementation of the various privatization proposals. In this connection, he also suggested the Administration to make

Action

known the ultimate targets and timetable for privatization proposals in order to allay staff concerns. Head, Task Force responded that the Administration would implement these various initiatives in a cautious and gradual manner, and would definitely consult the staff on the arrangements.

34. Mr Ambrose CHEUNG was of the view that the paper had not provided adequate information for members to assess the financial benefits of the proposed framework. He said that the paper had not specified the basis and assumptions for calculating the total annual notional saving of \$699.8 million, and that part of these savings could be achieved by enhanced productivity instead of reorganization. He opined that the Administration had not compared like with like because the proposed budget of the new structure had not included expenses for secretarial support to the new advisory bodies, Liquor Licensing Board and Municipal Services Appeals Board. He also urged the Administration to provide the forecast expenditure of the new structure for the next two or three years, so that members could have a full picture of the expenses of the new structure.

35. Head, Task Force responded that the Administration could provide more detailed information on the estimated expenditure of the new structure to members, as it had not been possible to include all information in the paper. She pointed out that the Appendices of the paper had given information on those officers who were to be designated as secretaries to the new advisory bodies and licensing boards. As regards the future expenses for the new structure in the coming years, Head, Task Force said that it would have to be determined by the new policy secretary after the new structure had been put in place. Head, Task Force stressed that the reorganization was not a cost-cutting exercise, and the savings were to be achieved through institutional efficiency and enhanced productivity.

36. On the basis of arriving at the estimated total recurrent annual savings of \$699.8 million, DS(T) explained that it was based on a comparison of the estimated expenditure of the two municipal councils for 1999-2000 with the full-year budget of the new administrative structure. She also assured members that the growth of expenditure of the new bureau and departments would be subject to the same growth limit as other departments, and that their annual estimates of expenditure would have to be approved by the LegCo in the context of the annual Appropriation Bill.

37. Mr Ambrose CHEUNG also requested the Administration to provide information on the estimated savings for leisure and cultural services out of the total savings of \$699.8 million under the new framework. DS(T) agreed.

Admin

Action

Public monitoring and community participation

38. Referring to paragraphs 37 and 38 of the paper, Head, Task Force said that the new framework would enhance accountability in the use of resources and the delivery of municipal services because the new bureau and departments would be subject to the monitoring by LegCo through approval of budgets and scrutiny of legislative proposals. Moreover, DCs would also have an enhanced role in the provision of environmental hygiene, food safety, sports, recreation and cultural services.

39. Mr Ambrose CHEUNG said that the PMCs had held 628 meetings (a total of 1 621 meeting hours) in 1998-1999 for monitoring the provision of municipal services. He expressed doubt that the LegCo and DCs could devote the same amount of time to monitor the provision of municipal services under the new framework. Head, Task Force responded that the operation of the new framework would be subject to the monitoring of the public and the elected councils. She considered that effective monitoring was not solely determined by the number of meetings or length of meeting time.

40. On enhancing the role of DCs in the provision of municipal services in Districts, SHA said that there would be increased liaison between the Home Affairs Department, LCSD, DCs and district organizations in promoting cultural, recreation and sports activities at district level. Additional resources would also be allocated for the provision of venue-based activities and minor improvement works projects.

41. Mr LEE Wing-tat said that the proposed measures to enhance the role of DCs were nothing new. He queried how the role of DCs would be enhanced in monitoring the provision of municipal services under the new framework. SHA responded that under the new set-up, the Chairman and Vice Chairman of the DC would be ex officio members of the District Management Committee in order to enhance their communication with government departments on matters of concern to the District. Moreover, DCs would have additional funding for provision of district leisure and cultural activities and for improving local environment.

42. Mr LI Wah-ming expressed concern about the staff grievance procedures in the new department following the abolition of municipal councils. He was worried that without the support of elected members of the municipal councils, the municipal services staff might be discouraged to voice their grievances on unfairness or maladministration. Head, Task Force responded that a staff complaints mechanism was available in every government department to deal with staff grievances and complaints, and the same mechanism would apply to the new department. Mr LI also queried how the new administrative structure could eradicate the existing problems of staff discipline and malpractice in

Action

hawker control and environmental hygiene services. Head, Task Force said that the new bureau and department would be provided sufficient manpower and resources to provide the necessary training to staff and to put in place good management practices.

Way forward

Admin

43. The Chairman informed members that subject to the passage of the Bill, the Administration would seek the approval of the Establishment Sub-committee (ESC) and the Finance Committee (FC) of the proposed establishment and funding of the new structure. He advised the Administration to provide the information requested by members before discussion by the ESC and FC.

(Post-meeting note : The Administration had provided further information which was issued to members vide LC Paper No. CB(2)376/99-00(01).)

II. Any other business

44. The Chairman drew members' attention to a written submission from the Joint Conference on the Reorganization of the two Municipal Services Departments (關注市政兩署改組工會聯席會), requesting the Administration to consult the staff on staff redeployment and no change to their position, rank and terms of employment after reorganization. The written submission was tabled at the meeting and issued to absent members [LC Paper No. CB(2)234/99-00].

45. The Chairman also reminded members that the Bills Committee would meet on Friday, 29 October 1999 from 8:30 am to 12:45 pm to discuss the Administration's draft Committee stage amendments.

46. The meeting ended at 5:00 pm.

Legislative Council Secretariat
26 June 2000