

立法會
Legislative Council

LC Paper No. CB(1)1173/99-00
(These minutes have been seen
by the Administration)

Ref : CB1/PL/PS/1

Legislative Council
Panel on Public Service

Minutes of meeting
held on Monday, 21 February 2000 at 10:45 am
in the Chamber of the Legislative Council Building

Members present : Hon TAM Yiu-chung, GBS, JP (Chairman)
Hon Mrs Sophie LEUNG LAU Yau-fun, JP (Deputy Chairman)
Hon LEE Cheuk-yan
Hon LEE Kai-ming, SBS, JP
Hon CHEUNG Man-kwong
Hon CHAN Kwok-keung
Hon Andrew WONG Wang-fat, JP
Hon Howard YOUNG, JP
Hon Ambrose LAU Hon-chuen, JP

Members attending : Hon Edward HO Sing-tin, SBS, JP
Hon NG Leung-sing
Hon CHAN Yuen-han

Members absent : Hon Michael HO Mun-ka
Hon CHAN Wing-chan

Public officers attending : **Items III and IV**
Mr LAM Woon-kwong
Secretary for the Civil Service

Ms Anissa WONG
Deputy Secretary for the Civil Service (1)

Mrs Susan MAK
Deputy Secretary for the Civil Service (3)

Items III to V

Mr D W PESCOD
Deputy Secretary for the Civil Service (2)

Item V

Mr Mike ROWSE
Director of Business and Services Promotion Unit

Miss Leonia TAI
Assistant Director (Corporatisation) of
Business and Services Promotion Unit

Mr Gary YEUNG
Principal Assistant Secretary for Planning and Lands (Lands)

Mr CHAN Hak
Acting Director of Lands

Mr LAU Chung-tim
Acting Deputy Director of Lands (Survey and Mapping)

Mr Bill COX
Consultant, Handley-Walker

Attendance by invitation : Association of Government Local Land Surveyors

Mr KOO Tak-ming
Chairman

Mr YU Sau-chung
Vice-Chairman

Mr NG Wai-tak
Secretary

**Association of Government Land & Engineering
Surveying Officers**

Mr WONG Wai-hung
Chairman

Mr LAI Hon-kit
Vice-Chairman

Mr YEUNG Chung-wai
Treasurer

Association of Government Technical and Survey Officers

Mr YUNG Chun-chiu
Vice-President

Mr KWOK Kam-lam
Negotiation Committee Member

Mr TONG Wai-kai
General Secretary

Association of Government Cartographic Staff

Mr LAM Kin
Chairman

Mr CHAN Ka-hin
Vice-Chairman

Mr LI Kwok-hung
Executive Committee Member

Government Chainmen Union

Mr HO Kit-luen
Chairman

Mr LEUNG Yun-on
Secretary

Mr WONG Ting-kan
Organizing Officer

Clerk in attendance : Miss Salumi CHAN
Chief Assistant Secretary (1)5

Staff in attendance : Mr Matthew LOO
Senior Assistant Secretary (1)7

Action

I. Confirmation of minutes of meetings and matters arising

Confirmation of minutes of meetings

(LC Paper Nos. CB(1)1002/99-00, 1003/99-00 & 1004/99-00)

The minutes of the meetings held on 15 November 1999, 20 December 1999 and 17 January 2000 were confirmed.

Matters arising

Overseas duty visits

2. The Chairman reported that so far, no member had responded to the circular issued by the Clerk on 19 January 2000 inviting proposals for the Panel to conduct overseas duty visits. Members agreed that there was no need for the Panel to conduct such visits during the remainder of the current legislative session.

Greater private sector involvement in Housing Authority's estate management and maintenance services

(LC Paper No. CB(1)1001/99-00(01))

3. The Chairman advised that subsequent to the joint meeting of the Housing Panel and Public Service Panel held on 17 January 2000, the Alliance of Housing Department Staff Unions (the Alliance) had written to the Chairmen of the two Panels requesting the Legislative Council to set up a committee to monitor the Housing Department's move towards contracting out more work to the private sector. Miss CHAN Yuen-han, Mr CHAN Wing-chan and Mr CHAN Kwok-keung supported the Alliance's request. The Housing Panel had discussed the issue at its meeting on 17 February 2000 and decided that:

- (a) it was not necessary to set up the committee as requested;
- (b) the Housing Bureau would be required to submit progress reports on the greater private sector involvement (PSI) exercise; and

- (c) if necessary, joint meeting of the Housing Panel and Public Service Panel might be held again in future to discuss matters relating to staffing arrangements arising from the greater PSI exercise.

4. Members agreed to the above arrangements.

(Post-meeting note : The Housing Bureau advised that the first report on the greater PSI exercise would be submitted in October 2000 when the first contract of phased service transfer commenced, and thereafter on a six-monthly basis during the three-year option period for staff under the Voluntary Departure Scheme commencing 1 March 2000.)

II. **Date of next meeting and items for discussion**

(LC Paper No. CB(1)1001/99-00(02) — List of outstanding items for discussion

LC Paper No. CB(1)1001/99-00(03) — List of follow-up actions)

5. The Panel agreed to discuss the following items at the next regular meeting to be held on 20 March 2000:

- (a) Update on Civil Service Reform;
- (b) Civil service salary levels beyond entry level; and
- (c) Review of declaration system of investments by civil servants.

6. The Panel also agreed to invite all non-Panel Members to join the discussion of items (a) and (b) above.

III. **Review of provision of Home-to-Office Travelling Subsidy**

(LC Paper No. CB(1)1001/99-00(04) — Paper provided by the Administration

LC Paper No. CB(1)1001/99-00(05) — Extract from Chapter 7 of the Public Accounts Committee Report No. 33 (February 2000))

7. Miss CHAN Yuen-han requested the Administration to respond to the recommendations made by the Public Accounts Committee (PAC) in Chapter 7 of its Report No. 33 on the administration of allowances in the civil service, and the submission by the Hong Kong Federation of Trade Unions (HKFTU) on the same subject in Appendix 24 of the Report. In response, Secretary for the Civil Service (SCS) assured members that the Administration would study the PAC's recommendations carefully and take appropriate follow-up action. Civil servants

would be consulted through the existing consultative machinery prior to any changes to civil service allowances. On the new Supplementary Travel Allowance (STA), the Staff Sides and the advisory bodies on civil service pay and conditions of service had been consulted and were supportive of the proposed changes. SCS also undertook to give HKFTU a written response to its submission.

8. Mr Howard YOUNG sought clarification on the payment of the new STA, in particular for staff working at the airport/outlying islands. Deputy Secretary for the Civil Service (2) (DSCS2) advised that staff who were posted to work in relatively inaccessible locations or in locations to which the cost of travel was high would be eligible for payment of STA. The offices in these locations, including the airport/outlying islands, would be the "designated offices". The initial rate of STA for staff working at the airport/outlying islands was \$29 per return journey. STA would be fully taxable but non-accountable. Where officers (including those not working in "designated offices") had a need to claim reimbursement of actual travelling expenses, for example, for use of taxis during typhoon when no other suitable means of public transport were available, they would be required to bear a "no-claim" limit the initial rate of which was \$22.4 per return journey. In other words, the officer concerned would be eligible for the actual travelling expenses less \$22.4.

9. Mr Howard YOUNG pointed out that some companies in the new airport had been offering travel allowances to their staff since the opening of the airport in 1998. Most of these companies planned to review the arrangement in two years' time. He asked whether the Administration would consider shortening the five-year overall review cycle of STA rates. In response, DSCS2 advised that the Administration considered it appropriate to conduct an overall review every five years, having regard to the fact that annual adjustments would be made to STA and the need to allow some stability in the system.

IV. Briefing by the Administration on the proposed creation of posts

Proposed creation of one supernumerary Administrative Officer Staff Grade C (AOSGC) post to head a special duties team on the Mandatory Provident Fund scheme and the new Civil Service Provident Fund scheme
(LC Paper No. CB(1)1001/99-00(06))

Duties and responsibilities of the proposed AOSGC post

10. Responding to some members, Deputy Secretary for the Civil Service (1) (DSCS1) advised that the Administration proposed to create the supernumerary AOSGC post for 24 months to head a special duties team in the Civil Service Bureau (CSB):

- (a) to co-ordinate the implementation of a Mandatory Provident Fund (MPF) scheme for Government employees not covered by the civil service pension schemes; and
- (b) to take forward the proposal to explore the introduction of a Civil Service Provident Fund (CSPF) scheme as a new retirement benefits system for new recruits to the civil service.

11. Responding to Mr Howard YOUNG's enquiry about the duties of the AOSGC mentioned in paragraph 10(a) above, DSCS1 advised that the Government as an employer would be required under the MPF Schemes Ordinance (MPFSO), Cap. 485, to arrange for its employees not covered by the civil service pension schemes to join a MPF scheme registered with the MPF Schemes Authority before December 2000. The AOSGC would attend to the full range of preparatory work required for setting up the MPF scheme in compliance with the MPFSO. It was estimated that about 29 000 Government employees employed on agreement terms, non-civil service contract terms or on special terms would be covered by the MPF scheme. The AOSGC would also liaise with the Treasury and other relevant departments and co-ordinate the implementation of the administrative and accounting arrangements in connection with the scheme.

12. Responding to Miss CHAN Yuen-han, DSCS1 advised that the duties of the proposed post could not be absorbed by the existing Pensions Section of CSB. Apart from the MPF scheme, the AOSGC would also be responsible for monitoring the consultancy study on the design and implementation of the CSPF scheme, co-ordinating with relevant bureaux and departments to provide the necessary policy input and organizing service-wide consultation with all interested parties. Given the complexity and quantity of additional work involved in these tasks, the Administration considered it necessary to have a dedicated D2 officer, to be supported by a special duties team, to lead the project.

MPF scheme

13. Responding to the Chairman, DSCS1 advised that the Administration had started in 1998 to study the arrangement for the 29 000 Government employees required to be covered by a MPF scheme. Some of them were employed on agreement terms and were eligible for the payment of gratuities upon completion of agreements. As the amount of gratuity covered three elements including retirement benefits, the Administration considered it appropriate to deduct from the gratuity the Government's contributions to the MPF scheme. It was then specified in the new agreements offered since late 1998 that the arrangement would take effect from the implementation of the MPF scheme currently estimated to be in December 2000.

14. In reply to Mr Andrew WONG, DSCS1 advised that in accordance with the MPF legislation, the contributions to be made by the Government as the employer for each relevant employee would be 5% of the employee's relevant income or \$1,000 per

month, whichever was the less. It was estimated that the Government's annual contributions would be around \$100 million for the 29 000 employees.

15. Mr LEE Kai-ming, Mr CHAN Kwok-keung and Miss CHAN Yuen-han were of the view that contract gratuities should not be mixed up with the contributions made by the Government as the employer to the MPF scheme. They considered the proposed arrangement unreasonable and that it would defeat the purpose of setting up the MPF scheme which was for the provision of retirement protection to employees. They were also concerned that it would set a bad example for the employers in the private sector. In response, DSCS1 reiterated that the amount of gratuity covered three elements including retirement benefits. The Administration had sought legal advice and confirmed that the proposed arrangement was not in contravention of the provisions in MPFSO. Mr LEE, Mr CHAN and Miss CHAN were not convinced and considered that the Government should make additional provisions for its contributions to the MPF scheme.

16. Miss CHAN Yuen-han stressed the importance of staff consultation on the subject. DSCS1 responded that the Administration had consulted the four central staff consultative councils on the proposed arrangement in late 1998. A working group comprising representatives of the four central staff consultative councils and the departments concerned had been set up to discuss the details of the implementation of the MPF scheme, such as the criteria for selecting master trust schemes. The first meeting of the working group had been held in January 2000.

Admin

17. In view of members' concerns, the Chairman invited the Administration to brief the Panel in due course on the details of the MPF scheme and CSPF scheme, and in the meantime, to provide the Panel with the papers for staff consultation on the MPF scheme. DSCS1 undertook to take follow-up action accordingly.

Proposed creation of one permanent post of Senior Principal Executive Officer (D2) to head the new Secretariat on Civil Service Discipline
(LC Paper No. CB(1)1001/99-00(07))

18. The Chairman and Mr Howard YOUNG expressed reservations about the proposed staffing requirement of the new Secretariat on Civil Service Discipline (the Secretariat). In response, SCS advised that the proposed staffing requirement was estimated on the basis that the Secretariat would be required to process some 200 cases of formal disciplinary action a year, more than half of which required disciplinary hearings. The Administration would review the staffing requirement in due course on the basis of the actual caseload of the Secretariat. Responding to Mr YOUNG, SCS pointed out that the additional staff costs would be met by redeployment of savings from the "General Expenses of the Civil Service" and existing resources in the reserve in CSB, and in departments engaged in the processing of disciplinary cases.

19. Mr NG Leung-sing was concerned whether the Administration would simplify the existing cumbersome and time-consuming disciplinary procedures. He also considered that departments should have a role to play in handling disciplinary cases. Deputy Secretary for the Civil Service (3) (DSCS3) responded that the Secretariat, comprising dedicated officers with experience and expertise in disciplinary matters, would centrally process all disciplinary cases in the civil service. The Secretariat, together with the dedicated pool of inquiry officers set up for disciplinary hearings, would be tasked to ensure that the disciplinary cases were processed promptly and efficiently. The Senior Principal Executive Officer, as the head of the Secretariat, would develop guidelines and manuals for conducting disciplinary actions, including those for preliminary investigation and collation of evidence of alleged misconduct by departments. He would also help departments to identify areas vulnerable to misconduct and find ways to improve their staff management systems. Responding to a further question from Mr NG, DSCS3 advised that disciplinary hearings would be conducted for those cases involving serious misconduct.

20. The Deputy Chairman considered that with the formulation of clear standards, procedures and practices of disciplinary actions and with more experience, departments should be able to have greater involvement in handling disciplinary cases in future. In the circumstances, the caseload of the Secretariat might decrease. DSCS3 advised that the Administration would review the situation in due course.

Way forward

21. The Chairman advised that the two proposals would be submitted to the Establishment Subcommittee on 23 February 2000 for recommendation to the Finance Committee (FC) for approval.

(Post-meeting note: The two proposals were approved by FC on 10 March 2000.)

V. Corporatization of the Survey and Mapping Office of the Lands Department — Impact on the staff concerned

(LC Paper Nos. CB(1)770/99-00(04), 770/99-00(05), 770/99-00(06), 1001/99-00(08), 1001/99-00(09), 1001/99-00(10) and 1001/99-00(11))

22. The Chairman welcomed the representatives of the Administration and the five staff associations of the Survey and Mapping Office (SMO) of the Lands Department to the meeting. He asked members to refer to the written submissions from four of the staff associations.

23. The Chairman also welcomed Mr Edward HO, Chairman of the Panel on Planning, Lands & Works, to join discussion of the item.

Presentation by staff associations

Association of Government Local Land Surveyors (AGLLS)
(LC Paper No. CB(1)770/99-00(06))

24. Mr KOO Tak-ming, Chairman of AGLLS, considered that the consultants were too optimistic in projecting the financial performance of the Survey and Mapping Corporation (SMC). He highlighted the following points:

- (a) Survey and mapping services were public services which should be provided by the Government. This was the case in most of the overseas countries. It was not mentioned in the consultants' Final Report whether the experience of Ordnance Survey in the United Kingdom was suitable for application in Hong Kong;
- (b) The consultants had not provided any justifications for their assumption that all Government departments/bureaux would, within the next three years, take on-line access to SMO database for the most updated digital maps. Based on such an assumption, the estimated revenue from on-line access charge would cover 18.4% and 15.9% of the total revenues in year 1 and year 10 respectively. The reliability of this estimation was vital to the financial viability of SMC;
- (c) Whilst supporting the establishment of SMO as the Centralized Spatial Data Agency, AGLLS was concerned how this could be achieved, particularly on how to secure other Government departments' cooperation in submitting metadata and spatial data to SMO. If the plan turned out to be unsuccessful, it would affect other related business opportunities and the revenue;
- (d) Apart from item (c) above, the consultants had identified other new business opportunities but had not mentioned how the opportunities could be realized in the near future;
- (e) Some business opportunities, such as the establishment of SMO as the Centralized Spatial Data Agency, needed legislative support. AGLLS doubted whether the required legislation could be put in place when SMC was formed; and
- (f) It was mentioned in the consultants' Final Report that "Some non-profitable services of SMO may be discontinued and the cost of some special services may become very high because of business considerations. In this case the customer would either have to provide the services using in-house resources, or bear the high cost of these

services." AGLLS considered this unacceptable, as the services to be provided to the public should be justified by need, not by cost.

Association of Government Land & Engineering Surveying Officer (AGLESO)
(LC Paper No. CB(1)1001/99-00(10))

25. Mr WONG Wai-hung, Chairman of AGLESO and Mr LAI Hon-kit, Vice-Chairman of AGLESO, expressed concerns about the corporatization of SMO. Their views were summarized as follows:

- (a) The Base Case Scenario projections showed that SMC would have a surplus of \$583 million over a ten-year period. The projections included 20% on-cost on services to the Government to cover overhead costs of those services, which amounted to about \$1,000 million over the ten-year period. In other words, the Government had to pay \$1,000 million to enable SMC to achieve a surplus of \$583 million over the ten-year period;
- (b) The creation of more posts for SMC, including the post of Chief Executive Officer (CEO) and other directorate posts, would incur an expenditure of about \$330 million over a ten-year period; and
- (c) If the value of property was deducted, SMC could only achieve an annual average return on net assets of 2.2%, which was far below the 12.1% estimated by the consultants.

Association of Government Cartographic Staff (AGCS)
(LC Paper No. CB(1)1001/99-00(11))

26. Mr CHAN Ka-hin, Vice-Chairman of AGCS, shared AGLESO's view mentioned in paragraph 25(a) above and considered that the consultants had exaggerated the revenue figures of SMC. He also highlighted the following points:

- (a) It was mentioned in the consultants' Final Report that the total cost for SMC over a ten-year period would be \$6,149 million. This figure had not included the remuneration for the Board of Directors and the CEO, and the cost for office accommodation for the new staff;
- (b) The Administration had not made any concrete proposals on the arrangements for staff, in particular for those seconded to other government departments; and
- (c) If SMC was in the deficit or if it decided to contract out more services, some of the posts might have to be deleted. AGCS was concerned about the arrangements to be made for the surplus staff.

Association of Government Technical & Survey Officers (AGTSO)
(LC Paper No. CB(1)1001/99-00(11))

27. Mr KWOK Kam-lam, Negotiation Committee Member of AGTSO, queried whether corporatization was the only and most effective option for developing the new business opportunities of SMO. He pointed out that according to the speech given by the Financial Secretary (FS) in the Legislative Council on 16 June 1999, in identifying potential candidates for corporatization, a number of issues needed to be carefully examined. Mr KWOK offered AGTSO's comments on the issues as follows:

- (a) No queries had been made so far by the Public Accounts Committee and the public on the efficiency of SMO;
- (b) It was controversial whether the services of SMO belonged to the public sector;
- (c) The Director of Lands (D of L) had emphasized that the staff of SMO were meritorious and experienced;
- (d) The consultants and the staff had arrived at different revenue figures and therefore different conclusions on whether SMC could sustain its business after establishment;
- (e) It was doubtful whether the public interest could be safeguarded by the proposal to corporatize SMO;
- (f) Staff consultation had just been started and it was not known whether the arrangements would be acceptable to staff; and
- (g) It was expected that the Government had to continue to subsidize SMC in the long term.

28. In view of the above, Mr KWOK Kam-lam advised that AGTSO did not consider SMO a suitable candidate for corporatization. However, he suggested that legislation be put in place to enhance the flexibility and accountability of SMO.

Government Chainmen Union (GCU)

29. Mr HO Kit-luen, Chairman of GCU, pointed out that the draft Chinese version of the consultants' Final Report had been issued to staff of SMO on 18 February 2000, more than one month after the issue of the English version. GCU therefore doubted the sincerity of the Government in consulting the staff on the corporatization proposal.

(Post-meeting notes :

- (a) Speaking notes of the representatives of the five staff associations were circulated to members vide LC Paper No. CB(1)1081/99-00 on 29 February 2000; and
- (b) The Chinese version of the consultants' Final Report was circulated to members vide LC Paper No. CB(1)1127/99-00 on 8 March 2000.)

Briefing by the Administration

30. Director of Business and Services Promotion Unit (D/BSPU) advised that the Administration had identified four major staff concerns about the corporatization of SMO. The Administration's responses were summarized as follows:

(a) Job security

D of L had given categorical assurance in writing that no staff would lose their jobs as a result of the corporatization of SMO;

(b) Terms and conditions of employment

All staff would be retained on the existing terms and conditions and be seconded to SMC;

(c) Civil service status

Staff seconded to SMC would not lose their civil service status unless they voluntarily chose to transfer to corporate terms; and

(d) Promotion prospects

The Administration would ensure that the promotion prospects of the seconded staff remained the same as the present.

31. D/BSPU noted that the staff associations had focused their presentations on details of the business case and the relationship between the Government and SMC. He considered that most of their points of concerns might be caused by misunderstanding. The Administration would explain the details of the business case to them.

32. D/BSPU recognized that staff of SMO were providing a quality service under the present system. However, SMO might be able to provide an even better service under a different mode of operation. The Administration was therefore looking seriously at the corporatization proposal. Indeed, the corporation mode could be

much more nimble for SMO to take advantage of new business opportunities. These were opportunities, not threats, for the staff.

Discussion with the Administration

Revenue assessments

33. Referring to the views of some staff associations that the Government had to pay \$1,000 million to enable SMC to achieve a surplus of \$583 million over a ten-year period, Mr LEE Cheuk-yan and Mr CHEUNG Man-kwong were concerned whether it was valued for money to corporatize SMO. Mr CHEUNG was also concerned about the differences in revenue assessments made by the consultants and staff. He asked whether the Administration had identified the cause of the differences and studied the assessments made by staff, having regard to the fact that they were the front-line staff in charge of the operations.

34. In response, D/BSPU advised that the 20% on-cost on services to the Government was being hidden in different heads of expenditure and being paid by public moneys. It was not an additional cost. As regards the differences in revenue assessments, D/BSPU considered that they might be caused by different accounting assumptions.

35. Mr LEE Cheuk-yan suggested the Administration to seek Director of Audit (D of A)'s comments on the consultants' Final Report. D/BSPU said that the Report would be given to D of A if he so requested.

New business opportunities

36. Mr LEE Cheuk-yan and Mr CHEUNG Man-kwong sought the Administration's clarification on why the existing mode of operation could not be used to develop the new business opportunities identified for SMO. D/BSPU advised that under the present system, SMO had to compete resources for new business opportunities with other departments in the annual Resource Allocation Exercise, thus undermining its flexibility and responsiveness to changes in the market. The corporation mode would however allow SMO to make its own business decisions promptly on the merits of the proposals.

Nature of survey and mapping services

37. Mr CHEUNG Man-kwong and Miss CHAN Yuen-han were of the view that essential public services should be provided by the Government, even though the corporatization of such services would bring about more revenue. They queried whether it was in the public interest to corporatize SMO. Miss CHAN also asked whether the survey and mapping services in overseas countries were provided by the respective governments. In response, D/BSPU pointed out that the survey and

mapping services in the United Kingdom were provided by Ordnance Survey, which was a separate entity, not a Government department. On the other hand, the New Zealand Observatory, which was a statutory corporation operating in a commercial mode, took up the national responsibility of weather forecasting and reporting at a fee negotiated with the New Zealand Government.

38. Mr Andrew WONG considered that if the Government purchased services from a corporation without granting it a franchise, the corporation might have to face strong competition in the market. D/BSPU appreciated Mr WONG's views and advised that the Administration would study this issue at a later stage.

Staffing arrangements

39. Mr Andrew WONG suggested the Administration to adopt the Kowloon-Canton Railway Corporation (KCRC) model in making arrangements for staff of SMO. DSCS2 advised that the Administration would make reference to all previous models, including the KCRC and Hospital Authority models, and work out a model suitable for staff of SMO.

40. Mr Andrew WONG asked how the Administration would ensure that the seconded staff would have a fair chance for promotion. DSCS2 advised that there were precedent cases in which parallel posts were created in the civil service to allow for promotion of seconded staff. The Administration would discuss the details of the arrangement with staff of SMO.

41. Mr LEE Cheuk-yan pointed out that if SMC was in the deficit or if it decided to contract out more services, some of the posts might have to be deleted. He was concerned about the arrangements for the surplus staff. D/BSPU advised that the seconded staff would remain as civil servants even the corporatization plan turned out to be a financial disaster.

Information paper provided by the Administration

42. Mr LEE Cheuk-yan said that at the Panel meeting held on 17 January 2000, he had requested the Administration to provide a copy of the consultants' report in 1997 but only received the executive summary of the consultants' report in mid-February 2000. He urged the Administration to provide, in future, papers requested by the Panel as soon as possible. D/BSPU noted Mr LEE's views and said he would look into the matter.

Way forward

43. The Chairman invited the Administration to provide written response to the points raised by Members and the five staff associations at the meeting, and to brief the Panel in due course on any developments of staff consultation on the

corporatization of SMO.

(Post-meeting note : The Administration's response to the points raised by Members and the five staff associations at the meeting was issued vide LC Paper No. CB(1)1177/99-00 on 15 March 2000.)

VI. Any other business

44. There being no other business, the meeting ended at 1:25 pm.

Legislative Council Secretariat
18 March 2000