

Mandatory Provident Fund (MPF) arrangements for government employees who are not exempt from the Mandatory Provident Fund Schemes Ordinance

The positions of the Administration are as follows -

- (a) The relevant information on non-civil service contract staff is being compiled and will be provided as soon as it is available.
- (b) As of 1 June 2000, there are 3 185 civil service agreement officer. The following is the breakdown of the number of these officers by pay bands and gratuity:

<u>Max Pay Pt.</u>	<u>Gratuity</u>	
	<u>15%</u>	<u>25%</u>
< MPS 25	534	1449
MPS 26-44	102	778
> MPS 45	0	322

The MPF arrangements for staff of the contractors of Government projects is a matter for the contractors involved to work out with his employees. Insofar as the staff of contractors for Government's capital works covered by the Resident Site Staff (RSS) Direct Employment Scheme are concerned, they are **directly employed** by the relevant contractors. Under this Scheme, the Government will reimburse the contractors with expenditure for the employment of RSS up to a ceiling for budgetary control purposes. The reimbursement ceiling includes a number of elements such as salary, gratuity, housing benefits, medical and dental benefits etc. Whilst the Government has prescribed a ceiling for reimbursing the contractors with expenses incurred for the employment of RSS, the contractors may remunerate their RSS at a scale above or below the ceiling in the light of the forces of supply and demand in the labour market. As RSS are employees of the contractors and the community-wide MPF system has yet to commence operation, information on their MPF arrangements is not available. However, we believe that the contractors would comply with the relevant statutory requirements in connection with the employment of RSS.

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