



香港職工會聯盟 資助機構工會委員會(社會服務)

立法會福利事務委員會 「特別一次過撥款」會議

2006年3月30日

職工盟資助機構工委員會(社會服務)由多個社福界的工會組成，十分關注界內員工在整筆撥款制度下的處境。社福界員工面對工作量超負荷、工時不斷增加、精神壓力嚴重，前線員工的工傷數字不斷上昇等等問題！爲了確保服務質素，員工們唯有犧牲自己的健康及家庭時間。爲了改善上述情況，本會強烈要求政府儘快檢討整筆撥款制度。

本會已多次出席立法會福利事務委員會討論「特別一次過撥款」的會議，對於社署沒有執行立法會議員通過的動議，以及藐視工會的訴求，本會表示強烈抗議。

社會福利署教唆機構出賣員工

在社署提出特別一次過撥款的方案時，工會強烈反對，但社署竟然一意孤行。社署在發給機構的申請信中，寫明要求機構舉行員工諮詢及履行定影員工的合約精神，機構必須在此聲明簽署並蓋印。此舉證明機構必須履行聲明所寫的條款，而社署更責無旁貸地必需監管。(見附件)

令本會憤怒的是，在社署遞交予福利事務委員會的文件中，並無寫明如何監管機構履行聲明。工會認爲社署明顯縱容無良機構肆意更改合約、甚至逼令員工離職。

在社署就特別一次過撥款審批過程中，本會獲悉社會福利署助理署長韓潔湘女士竟然直指機構定影員工薪工過高以及整體薪金開支大，要求機構制定減薪裁員措施！顯而易見，社會福利署根本是以特別一次過撥款來教唆機構減薪裁員，進一步踢走定影員工！

本會對於社署監管不力，出賣員工及縱容部份無良機構欺壓員工，表示強烈抗議！

署方沒有執行周一嶽局長的指令

2005年7月15日，本會及眾多社福界工會約見周一嶽局長，要求在社署推行特別一次過撥款時，應該監管機構繼續履行定影員工的原有合約。會上，周局長同意與會人士的看法，認爲若定影員工不同意機構更改其合約，定影員工應讓在原有合約下繼續受聘。結果，社署並沒有執行周局長的指令，更沒有將周局長的指令下達機構，社署不單藐視工會的訴求，更公然漠視周局長的指令，實是嚴重失職！

拒絕檢討整筆撥款

社福界工會多次要求社會福利署進行整筆撥款之檢討，即使在立法會福利事務委員會上亦一致通過要求從速檢討，但社署則一直拖延。完全是漠視議員及界內人士的聲音。

本會要求：

1. 重新負上監管機構之責任，向機構列明必須繼續履行定影員工的合約。
2. 立即檢討整筆撥款制度。檢討制度必須有工會及員工參與。

plan A -

10. Declaration

In making this application of Special One-off Grant, I declare that:

- (a) All information provided in this application form is, to my best knowledge, true and accurate;
- (b) Staff consultation has been conducted and their views have been taken into account in making this application;
- (c) I understand that the amount of SOG to be applied in this application will be subject to further discussion and approval by SWD. My organisation undertakes to honour contractual commitments with the Snapshot Staff with the provision of the Special One-off Grant as agreed between SWD and my organisation and will not require further assistance from the Government in this aspect;
- (d) My organisation will complete organisation restructuring and service re-engineering with an aim to achieving financial viability within the time frame as agreed with SWD;
- (e) No efficiency savings (ES) is assumed for 2006-07 and years after in this application. If my organisation faces financial problem after the SOG because of future ES, I understand that SWD is prepared to work with my organisation on measures to deal with such problem;
- (f) An **Annual Progress Report** on the financial plan including the use of Special One-off Grant, and the implementation of the organisation restructuring and service reengineering to achieve financial viability as stipulated in this application form will be submitted to the Subventions Section of the Social Welfare Department for assessment and monitoring; and
- (g) This application is endorsed by my Management Board.

Plan B

3. **Proposed Human Resources Plan** (e.g. Staff training and development programmes, staff recognition scheme, voluntary retirement scheme, part of the PE expenditure above mid-point salary increment for the Snapshot Staff after the TOG period and improvement of remuneration package for all other staff in subvented services or other staff related initiatives, etc.)

(Please complete **Appendix B-1** for a summary of the human resources plan(s) and **Appendix B-2** for details of respective plan(s))

4. **Amount of Special One-off Grant Applied (Capped at Two Times of the TOG Amount for 2005-06) :** _____

5. **The Grant is planned to be spent from 1 April 2006 to** _____

6. **Declaration**

In making this application of Special One-off Grant, I declare that:

- a) All the information provided in this application form, to my best knowledge, is true and accurate;
- b) Staff consultation has been conducted and their views have been taken into account in making this application;
- c) My organisation undertakes to honour contractual commitments with the Snapshot Staff and will not require any further assistance from the Government in this aspect;
- d) No efficiency savings (ES) is assumed for 2006-07 and years after in this application. If my organisation faces financial problem after the SOG because of future ES, I understand that SWD is prepared to work with my organisation on measures to deal with such problem;
- e) An Annual Progress Report on the implementation of the proposed human resources plan as stipulated in this application form will be submitted to the Subventions Section of the Social Welfare Department for assessment and monitoring; and