



**Labour Department (Headquarters)**

勞工處 (總處)

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24 August 2007

Clerk to the Manpower Panel  
Legislative Council  
8 Jackson Road  
Central, Hong Kong  
(Attn : Mrs Sharon TONG)  
Fax : 2509 0775

Dear Mrs TONG,

**Panel on Manpower meeting on 16 November 2006**  
**Results of the review on temporary jobs in the public sector**

The Panel on Manpower discussed the proposed extension and regularisation of temporary jobs in the public sector at its meeting on 16 November 2006. Members requested further information on the proposal. This letter sets out the relevant details.

As reported in the meeting on 16 November 2006, the Administration has earmarked \$680 million to regularise some 7 800 temporary jobs in 2007-08. As set out in Annex A, most of these jobs were filled and would continue to be filled by suitable persons employed by private contractors or non-governmental organisations (NGOs). Excluding the 1 786 temporary jobs offered by the Hospital Authority (HA)<sup>1</sup>, 1 220 temporary jobs directly provided by the Government would be regularised. Among them, 400 are time-limited youth training places offered by the Leisure and Cultural Services Department (LCSD). The remaining 820 jobs are offered by the Agriculture, Fisheries and Conservation Department (AFCD), Food and Environmental Hygiene Department (FEHD) and the Social Welfare Department (SWD).

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<sup>1</sup> HA is a statutory body with full autonomy on manpower management matters.

Regularisation in this context means providing recurrent funding for jobs to meet operational needs. The departments concerned would consider how the services should be best delivered in the long run and whether alternative means of service delivery is feasible.

As for the contract duration of the regularised jobs directly offered by AFCD, FEHD and SWD, the contract period is determined having regard to actual operational needs. Details of these 820 temporary jobs are set out in Annex B. The departments concerned will review the mode of service delivery from time to time in the light of the changing operational needs.

Yours sincerely,



( FONG Ngai )  
for Commissioner for Labour

**c.c.**

Director of Agriculture, Fisheries and Conservation	(Attn: Mr FY WONG)
Director of Food and Environmental Hygiene	(Attn: Ms Julina CHAN)
Director of Leisure and Cultural Services	(Attn: Miss Olivia CHAN)
Director of Social Welfare	(Attn: Mr HW CHEUNG)
Secretary for Food and Health	(Attn: Mr Steve CHENG)
Secretary for Labour and Welfare	(Attn: Ms Wendy CHEUNG)
Hospital Authority	(Attn: Mr Alex LEUNG)

### Summary of regularisation of temporary jobs in 2007-08<sup>2</sup>

Departments/ agency	Directly offered by departments / agency	Outsourced to private contractors or non-governmental organisations (NGOs)	Total
Hospital Authority (HA)	1 786	500	2 286
Agriculture, Fisheries and Conservation Department (AFCD)	232	-	232
Food and Environmental Hygiene Department (FEHD)	584	2 128	2 712
Leisure and Cultural Services Department (LCSD)	400 <sup>3</sup>	800	1 200
Social Welfare Department (SWD)	4	1 379	1 383
<b>Total</b>	<b>3 006</b>	<b>4 807</b>	<b>7 813</b>

<sup>2</sup> The table is compiled with the information provided in the paper for the meeting on 16 November 2006.

<sup>3</sup> The 400 jobs are time-limited youth training places providing training opportunities for youths.



**Regularisation of temporary jobs (which are directly offered by departments) in 2007-08**

<b>Department</b>	<b>Type of jobs</b>	<b>Number of workers as at end-March 2007</b>	<b>Number of jobs to be regularised in 2007-08</b>	<b>Duration of contract</b>
Agriculture, Fisheries and Conservation Department (AFCD)	Workers to provide cleansing and maintenance services in country parks as well as to maintain hygiene standards and to assist in taking care of animals in animal management centres	220	232	One year
Food and Environmental Hygiene Department (FEHD)	Workers to provide services related to environmental hygiene and enhancement of administrative and clerical support	481	584	Six months to two years
Social Welfare Department (SWD)	Community work organisers to reinforce the Support for Self-reliance Scheme; and care assistants to enhance the personal care services for frail elders	104 <sup>4</sup>	4	One year
<b>Total</b>		<b>805</b>	<b>820</b>	

<sup>4</sup> It comprises 100 community work organisers whose jobs are to be extended for one year, and 4 care assistants whose jobs are to be regularised.