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Date: Tuesday, December 02, 2008 10:53AM

Subject: 一群公共圖書館的前線，希望能喚起你們對圖書館的關注

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致各議員：

我們是一群公共圖書館的前線員工，請各位給些少時間看看這封電郵，希望藉著這封電郵能喚起你們對圖書館的關注。

在今年 5 月行政長官在地方行政高峰會宣布，延長康文署轄下 33 間主要及地區圖書館的開放時間，所有 33 間主要及地區圖書館每周的開放時間，將由現時的 61 - 62 小時，延長至約 70 小時，而位於新界的主要及地區圖書館，會由現時 1 周開放 6 天，加強為 1 周開放 7 天，與市區的主要及地區圖書館看齊，會上亦提及政府將提供所需的額外人力及財政資源，預計有關安排可於 1 年內全面落實。

首先作為市民或者圖書館前線都是非常支持這個決定的，但經過康文署舉辦的員工簡介會及與館長的討論後，使館內各同事以及各區圖書館工作的前線人員都感到極度失望。作為前線員工的我們不是因為要延長開放時間而失望，而是因為康文署的一眾高層沒有體恤員工所以感到失望，在簡介會上大部份的同事所關心的主要有以下兩點：

- 1、康文署是否會如特首所言，提供足夠的額外人手去應付延長開放後所增加的工作量；及
- 2、會不會藉著這次開放時間的轉變，就著將來的人手在圖書館裡實施五天工作周，為前線員工減輕工作壓力。

其中第 1 點，在簡介會上有關高層已表示，會為延長開放時間額外增加 50 多個職位的人手，但該高層不肯透露有關職位是包括什麼崗位的人手，但我們從各方面得知這 50 多人當中包括助理館長級的職位，即實際這 33 間延長開放的圖書館中，每間館會增加多少前線人員的人手呢？其中要知道現時市區圖書館大部份日子是由上午十時至七時開放，而以現時的編制這些時間是由一更人手工作的，但將來如果由上午九時至八時開放就必須要兩更人手工作，試問由 33 間圖書館去爭 50 多個的人手，當中還不知道實際有多少個是前線人員，會上大家都非常關注康文署有沒有考慮延長開放後所增加的工作量，以及市民對政府要求日益提高為前線人員所帶來的壓力。

第 2 點，在簡介會上，無論是新界或市區多間館的代表，都一同向眾高層要求在圖書館實施五天工作，但

有關高層似乎未打算作什麼研究或考慮，已表示不可行，更說現時要與市民共渡時艱，我們都有個疑問，一眾現時五天工作的高層又是否有和我們前線員工共渡時艱呢？又是否感受到我們前線同事的工作壓力呢？

在這個問題上，我們絕對不是要與一般的辦公室看齊要在星期六、日休息，我們只是要求每週有兩個休息日。亦希望員議員們看看，在 2007 年 5 月 21 日政府向立法會公務員及資助機構員工事務委員會所提交的 CB(1)1600/06-07(03) 號文件，其中有一段講述到雖然在實施五天工作周（最後階段）後，仍有部份崗位不能實施五天工作周，但 **部門可繼續研究** 在不影響公眾服務的情況下，讓更多員工按“每周五天工作、休班兩天”的模式工作。政府亦經常鼓勵私營機構推行五天工作，讓員工有更多時間陪伴家人、進修，以及參加康體活動等，但就對我們這些輪班工作的員工就完全漠不關心，我們在星期六、日及公眾假期都需要上班為市民服務，連陪伴家人的時間都很少，進修更是不用多想。我們亦非常清楚實施五天工作周的大原則是不增加額外人手、不增加資源及不影響公眾，而各區的同事也根據這個基礎提出了多個方案，但都被一一否決。

總括來說，康文署沒有就延長開放時間後的安排上諮詢及聽取前線員工意見，我們只希望康文署的高層能體恤員工，真心聽取意見了解員工的訴求，改善與員工的關係，而不是只顧依照特首的政策行事，擺出一副官威完全没有商討的餘地。最後，希望這封電郵能引起議員們的關注，作出討論使康文署能正視問題，在服務市民以及對前線員工的訴求之間取得平衡。謝謝！

一群圖書館的前線人員上

爲了不斷提升Yahoo! Mail，雅虎香港誠邀你參與 [意見調查](#)

二零零九年一月十九日會議
資料文件

立法會公務員及資助機構員工事務委員會 在政府內實施五天工作周

目的

本文件向議員提供在政府內實施五天工作周的最新情況。

背景

2. 二零零六年一月，行政長官宣布成立工作小組，成員包括公務員事務局、財經事務及庫務局和效率促進組的代表，專責研究由二零零六年七月一日起在政府內實施五天工作周的建議及具體落實方案。我們在維持政府服務整體水平和效率的大前提，以及恪守四項基本原則(即不涉及額外人手資源；不減少員工的規定工作時數；不削減緊急服務；以及在星期六維持一些必需的櫃台服務)下，分三個階段(即由二零零六年七月一日、二零零七年一月一日及二零零七年七月一日起)在政府內實施五天工作周。

3. 我們分別在二零零六年五月十五日(請參閱立法會 CB(1)1440/05-06(03)號文件)、二零零六年十一月二十日(請參閱立法會 CB(1)248/06-07(03)號文件)、二零零七年五月二十一日(請參閱立法會 CB(1)1600/06-07(03)號文件)及二零零七年十一月十九日(請參閱立法會 CB(1)206/07-08(04)號文件)的委員會會議上，向議員簡介改行五天工作周的政府服務，以及三個階段實施情況的檢討結果。自二零零七年七月實施最後階段五天工作周後，約共有 94 300 名公務員每周工作五天。

最新情況

4. 繼立法會 CB(1)206/07-08(04)號文件匯報最新情況後，未能全面改行五天工作周的部門已繼續研究可行方法，在不影響公眾服務的情況下，讓更多員工改按五天工作周模式上班。這些方法包括：

- (a) 配合“伙伴”機構所提供的相關服務改為五天工作；
- (b) 修改輪值安排；以及
- (c) 推行新的試驗計劃。

與二零零七年七月的 94 300 人(或佔公務員實際員額¹約 65%)相比，截至二零零八年十月三十一日，每周五天工作的公務員人數已增至 100 500 人(或約 68%)。

5. 按五天工作周模式上班的公務員按值班模式劃分的數字如下：

| | 員工人數 (截至二零零八年 十月三十一日) |
|------------------------------------|---------------------------------------|
| 在“星期一至五”工作的員工 | 71 200 |
| 按“每周五天工作、兩天休班”模式輪值的員工 ² | 27 300 |
| 納入五天工作周試驗計劃的員工 | 2 000 |
| 小計 | 100 500 (68%) |
| 不按五天工作周模式上班的員工 | 47 000 (32%) |
| 總計 | 147 500¹ (100%) |

6. 目前仍有約 47 000 名公務員須繼續按現時的模式工作。他們主要任職於須繼續在星期六／日運作的服務範疇，包括社會福利服務、入境事務處櫃台服務、文化服務、郵務、環境衛生服務、執法、旅客／貨物出入境檢查及懲教院所管理等。有關部門會監察情況，並在運作許可的情況下，容許這些員工輪任同一部門內的五天工作崗位。

對工作時數和工作量的影響

7. 實施五天工作周的目的，是在維持政府服務的整體水平及效率以及不增加納稅人負擔的情況下，提高公務員的家庭生活質素。為此，實施五天工作周不涉及增加額外人手資源和減少員工的規定工作時數。

¹ 不包括任職官立學校並按照校曆表上班的公務員，以及任職司法機構、醫院管理局、職業訓練局、香港金融管理局等機構的公務員。

² 包括每周輪值少於五天／更但規定工作時數不受影響的員工。

8. 因此，員工的規定工作時數在實施五天工作周之前或之後都維持一樣。然而，為符合規定工作時數，改行五天工作周的員工須在平日（或七天輪值周期的五個工作天）工作較長時間，以彌補星期六（或七天輪值周期的第六天）不用工作的時數。各局／部門在制訂五天工作周運作模式的實施方案時，已顧及延長平日（或七天輪值周期的五個工作天）的工作時數可能對員工職業安全 and 健康的影響。

9. 在五天工作周的運作模式下，每個工作周期（即在一個星期內或在七天輪值周期內）的規定工作時數維持不變，因此員工的工作量沒有因實施五天工作周而受到影響。

在公共圖書館實施五天工作周

10. 在二零零八年十二月十五日的會議上，委員會要求政府回應以署名“一群圖書館的前線人員”提交的意見書(立法會 CB(1)359/08-09(1)號文件)內提及關於在公共圖書館實施五天工作周的關注。我們已於二零零九年一月十二日就意見書作出回覆(見**附件**)。在二零零六年提出實施五天工作周措施時，康樂及文化事務署(康文署)已根據上文第 2 段所述的原則研究為公共圖書館前線員工實施五天工作周的可行性，署方當時的結論是並不可行。在最近籌備推行延長 33 間主要及分區圖書館的開放時間時，康文署再次考慮因推行該措施而獲增撥的額外人力及財政資源是否能夠提供更大靈活性，讓公共圖書館的前線員工可以每周工作五天。康文署亦以上文第 2 段所述的原則為基礎，研究部分員工提出的新輪值時間表建議。該署的結論是在公共圖書館推行五天工作周仍不可行。康文署會繼續與前線員工保持溝通，在不影響公眾圖書館服務以及不會增加納稅人的負擔的前提下，不時探討是否有其他可行方案實施五天工作周。

未來路向

11. 我們會繼續鼓勵各部門在諮詢員工後，研究可否透過輪值安排，讓更多員工在恪守上文第 2 段的基本原則下改行五天工作周。

公務員事務局
二零零九年一月

政府總部
公務員事務局
香港中環雪廠街11號
中區政府合署西座



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香港中環
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立法會大樓
立法會公務員及資助機構員工事務委員會
秘書
(經辦人：袁家寧女士)

袁女士：

有關公共圖書館延長開放時間的人手安排及五天工作周安排

謝謝貴委員會轉來「一群圖書館的前線人員」的電郵。對於電郵中提及延長公共圖書館開放時間的人手安排和五天工作周問題，現謹覆如下。

為回應市民對延長公共圖書館開放時間的訴求，行政長官於二零零八年五月舉行的地方行政高峰會上，宣布政府決定增撥資源延長康樂及文化事務署(康文署)轄下33間主要及分區圖書館的開放時間。有關計劃落實後，現時每周開放六天位於新界區的主要及分區圖書館將會與市區的主要及分區圖書館看齊，每周開放七天。屆時，該33間主要及分區圖書館的開放時間將會由現時的每周61至62小時增加至71小時。

為協助公共圖書館處理延長開放時間後的新增工作，康文署獲預留額外資源開設共17個圖書館助理館長及58個助理文書主任職位，並獲預留額外財政資源用作僱用合約服務社員工輔助前線人員。康文署會按既定資源分配程序開設有關職位及增聘合約服務社員工，以便推行延長相關圖書館開放時間的計劃。在增撥有關的財政和人力資源時，政府已考慮圖書館的實際運作、圖書館核心服務點將會增加的工作量、有關市區圖書館的人手安排需要由一更制改為兩更制、員工當值時間，以及各級員工的工作範疇等因素。此外，康文署會在可行的情況下，盡量精簡圖書館前線工作的流程，重整運作、重新分配資源及重訂工作優先次序，以應付圖書館延長開放時間後的額外工作。

至於五天工作周的安排，與延長公共圖書館開放時間計劃並無連繫。在政府內實施五天工作周的大前提是維持政府服務的整體水平及效率，以及恪守四項基本原則，即不涉及額外人手資源、不減少員工的規定工作時數、不削減緊急服務，以及在星期六維持一些必需的櫃台服務。各局／部門在制訂五天工作周具體實施方案時，必須遵照這些基本原則及有關的行政指引，並考慮五天工作周對履行法定責任、已發表的服務承諾、員工的職業安全 and 健康等方面的影響，以及員工與市民的反應。

康文署在三年前制訂五天工作周具體實施方案時，已先後兩次詳細研究在圖書館推行五天工作周的可行性，並諮詢圖書館職員的意見。經考慮公共圖書館的前線人手安排和服務及運作需要後，康文署認為公共圖書館未能在不違背上述原則下推行五天工作周。

康文署理解圖書館前線員工對五天工作周的訴求。該署因應延長圖書館開放時間獲增撥額外人力資源後，亦積極探討增加的人手能否為輪值安排提供更多靈活性，為圖書館前線人員實施五天工作周的措施，並亦研究部分員工提出不同的五天工作周輪值方案的可行性。署方的結論是在圖書館推行五天工作周而又同時符合上述四項五天工作周的基本原則，仍不可行。康文署會繼續與前線員工保持溝通，在不影響公眾圖書館服務以及不會增加納稅人的負擔的前提下，不時探討是否有其他可行方案實施五天工作周。

如對上述回覆尚有查詢，請與康文署圖書館總館長（營運及區議會事務）胡文煒先生（電話：2921 0388）聯絡。

公務員事務局局長

(梅品雅



代行)

副本送：

康樂及文化事務署署長（經辦人：李玉文先生、蔡馬安琪女士）

二零零九年一月十二日

**For information on
19 January 2009**

LEGISLATIVE COUNCIL PANEL ON PUBLIC SERVICE

IMPLEMENTATION OF A FIVE-DAY WEEK IN THE GOVERNMENT

PURPOSE

This paper updates Members on the latest position of the implementation of the five-day week initiative in the Government.

BACKGROUND

2. In January 2006, the Chief Executive announced the setting up of a working group, comprising representatives of the Civil Service Bureau, the Financial Services and the Treasury Bureau and the Efficiency Unit, to examine the proposal and implementation details of a five-day week in the Government with effect from 1 July 2006. Under the primary consideration of maintaining the overall level and efficiency of government services and the four basic principles of: no additional staffing resources, no reduction in the conditioned hours of service of individual staff, no reduction in emergency services, and continued provision of some essential counter services on Saturdays, the five-day week initiative was implemented in the Government in three phases starting 1 July 2006, 1 January 2007 and 1 July 2007 respectively.

3. We briefed Members on the selected government units that had moved to a five-day week and the review outcome of the implementation of each of the three phases at the Panel meetings held on 15 May 2006 (vide LC Paper No. CB(1)1440/05-06(03)), 20 November 2006 (vide LC Paper No. CB(1)248/06-07(03)), 21 May 2007 (vide LC Paper No. CB(1)1600/06-07(03)) and 19 November 2007 (vide LC Paper No. CB(1)206/07-08(04)). With the implementation of the final phase of the five-day week initiative in July 2007, a total of some 94 300 civil servants were working on a five-day week work pattern.

LATEST POSITION

4. Subsequent to the update as reported in LC Paper No. CB(1)206/07-08(04), departments that have not been able to fully migrate to a five-day week work pattern have continued to explore possible ways to move more staff to that work pattern without affecting the service to the public. These include -

- (a) migrating in tandem with corresponding services provided by ‘partner’ organisations;
- (b) adjusting roster arrangements; and
- (c) launching new pilot schemes.

As at 31 October 2008, the number of civil servants who are working on a five-day week work pattern stood at 100 500 (or around 68% of the civil service strength¹), as compared with 94 300 (or around 65%) in July 2007.

5. A breakdown by work pattern of civil servants on a five-day week work pattern is as follows -

| | Number of staff (as at 31 October 2008) |
|--|--|
| Staff working on ‘Monday-to-Friday’ basis | 71 200 |
| Staff rostered to work on a ‘five-day-work, two-day-off’ duty pattern ² | 27 300 |
| Staff who are on a five-day week pilot scheme | 2 000 |
| <i>Sub-total</i> | 100 500 (68%) |
| Staff not on a five-day week work pattern | 47 000 (32%) |
| <i>Total</i> | 147 500¹ (100%) |

¹ Excluding those civil servants working in government schools who follow the school calendar, those working in the Judiciary, Hospital Authority, Vocational Training Council, the Hong Kong Monetary Authority, etc.

² Including staff rostered to work less than five days/shifts a week but without affecting their conditioned hours of work.

6. There are still some 47 000 civil servants who will have to continue with their current work patterns. These staff are mainly engaged in the provision of services that continue to operate on Saturdays/Sundays, including social welfare services, immigration counter services, cultural services, postal services, environmental hygiene services, law enforcement, passenger/cargo clearance, and penal operations, etc. The concerned departments will monitor the situation and allow these staff to rotate to five-day week posts within the same department where operational circumstances permit.

IMPACT ON WORKING HOURS AND WORKLOAD

7. The objective of implementing the five-day week initiative is to improve the quality of civil servants' family life, while maintaining the overall level and efficiency of government services and not incurring additional costs for the taxpayer. In compliance with this objective, five-day week is implemented with no additional staffing resources and no reduction in the conditioned hours of service of individual staff.

8. Accordingly, the conditioned hours of work of staff before and after the implementation of the five-day week are the same. However, staff who have moved to a five-day week work longer hours during weekdays (or during the five working days in a 7-day roster cycle) to make up for not working on Saturdays (or the 6th day of a 7-day roster cycle), thereby fulfilling their conditioned hours of work. In drawing up the implementation plans for a five-day week operational mode, individual bureaux/departments have already taken into account the possible implications of the lengthened working hours on weekdays (or the five working days in a 7-day roster cycle) on the concerned staff's occupational safety and health.

9. As the number of conditioned hours of work in a work cycle (i.e. in a calendar week or in a 7-day roster cycle) has remained the same under a five-day week mode of operation, the workload of staff concerned has not been affected because of the implementation of the five-day week.

IMPLEMENTATION OF A FIVE-DAY WEEK FOR STAFF IN PUBLIC LIBRARIES

10. At the meeting on 15 December 2008, this Panel requested the Administration to address the concerns raised in a submission made in the name of ‘a group of public library front-line staff’ (LC Paper No. CB(1)359/08-09(01)) on, inter alia, the implementation of a five-day week in the public libraries. We have provided a reply at **Annex** to the submission on 12 January 2009. When the five-day week initiative was put forward in 2006, the Leisure and Cultural Services Department (LCSD) had assessed the feasibility of implementing a five-day week for front-line staff in the public libraries under the principles mentioned in paragraph 2 above and come to the conclusion that it was not feasible. In taking forward the initiative to extend the opening hours of its 33 major and regional libraries recently, LCSD has again considered if the additional manpower and financial resources provided for that initiative would provide more flexibility for implementing a five-day week for the front-line staff of those public libraries. It has also examined the proposed new duty rosters put forward by some of the staff against the aforesaid principles mentioned in paragraph 2 above. The Department has come to the conclusion that implementing a five-day week in the public libraries remains infeasible. LCSD will continue to maintain a dialogue with front-line staff and review regularly if there are other feasible alternatives to implement a five-day week without compromising the quality of its library services to the public and without incurring additional costs for the taxpayer.

WAY FORWARD

11. We will continue to encourage departments to, in consultation with staff, explore migrating more staff to work five days a week through roster arrangements, subject to the basic principles set out in paragraph 2 above.

Civil Service Bureau
January 2009

政府總部
公務員事務局
香港中環雪廠街 11 號
中區政府合署西座



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12 January 2009

Clerk to Panel on Public Service
(Attn: Ms Sarah Yuen)
Legislative Council Building
8 Jackson Road
Central
Hong Kong

Dear Ms Yuen,

**Manpower Arrangements on Extension of Opening Hours of
Public Libraries and Implementation of Five-day Week**

Thank you for referring the e-mail from “a group of public library front-line staff” to us. Our response to the issues raised in the e-mail on the manpower arrangements on the extension of the opening hours of public libraries and the implementation of five-day week is set out below.

To address public demand to extend the opening hours of public libraries, the Chief Executive announced in the Summit on District Administration in May 2008 the Government’s decision to allocate additional resources to extend the opening hours of 33 major and regional libraries under the Leisure and Cultural Services Department (LCSD). Upon implementation of the proposal, major and regional libraries in the New Territories, which are currently open six days a week, will be open seven days a week like the major and regional libraries in the urban areas. Weekly opening hours of the 33 major and regional libraries will increase from the current 61 to 62 hours to 71 hours.

To enable public libraries to handle the extra workload arising from the extension of opening hours, additional resources have been earmarked for LCSD to create 17 Assistant Librarian and 58 Assistant Clerical Officer posts, and to engage service bureau staff to assist front-line staff. LCSD will create the concerned posts and increase the engagement of service bureau staff in accordance with established resource allocation procedures to implement the proposal of extending the opening hours of the concerned libraries. In considering the allocation of additional financial and manpower resources, the Administration has taken into account the actual operations of libraries, the increase in workload at library functional points, the need for concerned urban libraries to operate in two shifts instead of one shift, the staff's duty hours, and the scope of responsibilities of staff at different levels, etc. In addition, LCSD will as far as possible streamline the workflow for front-line staff, re-engineer operations, redeploy resources and re-arrange work priorities, so as to address the additional workload arising from the extension of library opening hours.

There is no connection between the five-day week arrangement and the initiative of extending the opening hours of public libraries. In taking forward the five-day week initiative, our primary consideration is to maintain the overall level and efficiency of government services and adhere to the four basic principles of: no additional staffing resources; no reduction in the conditioned hours of service of individual staff; no reduction in emergency services; and continued provision of some essential counter services on Saturdays. In drawing up the implementation plans to introduce a five-day week, bureaux/departments have to follow these basic principles and the relevant administrative guidelines, and take into account possible implications on their statutory obligations, published performance pledges, and the concerned staff's occupational safety and health, etc., as well as staff and public reactions.

In formulating its implementation plan for a five-day week three years ago, LCSD had thoroughly examined the feasibility of implementing a five-day week in the public libraries twice and consulted the library staff. Having considered the deployment of front-line staff as well as the service and operational needs, LCSD considered it infeasible to implement a five-day week in the public libraries under the above principles.

LCSD understands the request of front-line staff in the public libraries for working on a five-day week. It has actively considered if the additional manpower resources provided for the initiative to extend the opening hours of its libraries would provide more flexibility in the roster arrangements for implementing a five-day week for the front-line staff of public libraries. It has also examined the feasibility of the proposed five-day week duty rosters put forward by some of the staff. The department has come to the conclusion that implementing a five-day week in the public libraries remains infeasible under the aforesaid four basic principles governing five-day week. LCSD will continue to maintain a dialogue with front-line staff and review regularly if there are other feasible alternatives to implement a five-day week without compromising its library services to the public and without incurring additional costs for the taxpayer.

Please contact Mr Wu Man-fong, Chief Librarian (Operations and District Council Management) of LCSD (telephone no.: 2921 0388) for further enquiries.

Yours sincerely,




(Miss Bella Mui)
for Secretary for the Civil Service

c.c.

Director of Leisure and Cultural Services
(Attn: Mr Lee Yuk-man, Mrs Angel Choi)

From: HK Library Staff <hklibrarystaff@yahoo.com.hk>
To: panel_ps@legco.gov.hk
cc: yanlee@hkctu.org.hk, iplau@reginaip.hk

Date: Tuesday, March 17, 2009 12:07AM
Subject: 圖書館前線人員就立法會會議CB(1)542/08-09(10)號資料文件的回應
History:  This message has been forwarded.

致公務員及資助機構員工事務委員會:

我們一群圖書館的前線人員已看過立法會在2009年1月19日會議CB(1)542/08-09(10)號的資料文件, 希望透過這電郵能作出一些回應, 在上述文件中提到, 實施五天工作周首先要恪守四項原則, 我們一些同事及工會代表亦曾經提交完全符合有關原則的方案, 但都得不到接納, 而有關方面亦沒有提供數據去解釋否決的理由, 我們感到十分無奈及失望, 但並不感到意外, 因為沒有合理的解釋以否決員工的意見, 這些都是署方一貫的作風.

而過去兩個多月來, 署方亦在有關的圖書館作出一些假民主的諮詢, 而大部份延長服務後的安排亦已經得到落實, 當然我們大家亦十分清楚, 署方一早已制定安排, 有關諮詢只是一些必須的門面工作, 但經多間館同事反映及討論後, 在用膳安排上是很多同事都不能接受的, 我們亦已向有關方面反映, 但都得不到正面的回應, 一向以來新界圖書館返夜更(返工時間通常是11時多至8時多, 每間館不同)的同事都是在返工前有一小時用膳, 用膳後回來才簽到, 在新安排下同事們需要返工簽到, 然後立刻去用膳或是返工簽到後五至十分鐘去用膳, 當然大家都明白這新安排是根據CSR而制定的, 但大部份同事們在返工前可能已用膳或是已在家用膳, 要已用膳的同事返工後再立刻去用膳是否合適的安排呢? 為何不安排同事在返工的中後段才用膳呢? 其實這些都可以靈活安排, 但康文署往往一意孤行, 不聽取員工的意見. 我們相信作為一個良好的僱主是會提供一個好的工作安排, 以及良好的工作環境給員工的, 希望有關方面能從善如流.

立法會文件亦提到康文署會繼續與前線員工保持溝通, 我們所有前線同事亦希望署方能做到與員工保持良好溝通, 多聽取員工的意見及擺脫官僚作風, 我們並不希望意見要透過其他的渠道才可以反映, 亦希望有關方面及議員們能督促康文署繼續研究公共圖書館實施五天工作周的可行性, 達致最終可在所有的圖書館實行, 好讓輪值工作的同事都能享受到五天工作.

謝謝!

一群圖書館的前線人員上

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