

**Legislative Council Panel on Transport**  
**MTR staff salary and benefits matters after the Merger**

At the meeting of the Legislative Council Panel on Transport on 22 May 2009, Members requested the Administration to provide a paper on whether the MTR Corporation Limited (MTRCL) has provided job protection and salary protection as committed in the context of the rail merger. This paper provides the relevant information.

**Protection for Staff Under the Merger Framework**

2. In the context of the rail merger, the two railway corporations have committed to providing job security to the more than 8,000 frontline staff and salary protection for all staff. Non-managerial staff will be provided with additional protection on salary scale. After rail merger, MTRCL has provided the relevant protection in accordance with its commitments for the rail merger.

**Work-related Arrangements and Allowances**

3. With regard to work-related arrangements such as roster and work-related allowances, the post-merger corporation has to align the different work systems based on the operational needs after the rail merger. The details of the changes made to the various arrangements and the comparison of the arrangements before and after the rail merger have been provided in the paper of the MTRCL.

4. MTRCL has carried out two exercises to align the work arrangements following the rail merger. The first one was in March 2008 for roster alignment and the major changes made include reducing staff working hours from 45 hours per week to 42 hours; reducing the working hours of each shift from the previous 6 to 12 hours to the current 6 to 10 hours; and increasing the rest time between each shift from the previous 8 to 10 hours to at least 12 hours. In December 2008 MTRCL aligned arrangements for work-related allowances. Major changes that have been made include aligning the terms of dead early/dead late allowance, typhoon related allowance, lunar new year holiday allowance and black rainstorm allowance.

5. As explained in the paper of MTRCL, in aligning the various work-related arrangements mentioned above, MTRCL considered various relevant factors including the operational needs of the combined network,

the arrangements of the two railway corporations before the rail merger, market practices and good human resources management with a view to making these post-merger work-related arrangements comparable to the arrangements before the merger.

6. The Government has been requesting railway corporations to maintain communication with staff. We understand that the Corporation has an established consultation mechanism and meets with staff and staff representatives on a regular basis. For the two alignment exercises mentioned above, the Corporation has had many meetings with staff. We will continue to request MTRCL to maintain good communication with staff.

Transport and Housing Bureau  
June 2009