

立法會 *Legislative Council*

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Report of the Panel on Manpower for submission to the Legislative Council

Purpose

This report gives an account of the work of the Panel on Manpower ("the Panel") during the 2012-2013 session of the Legislative Council ("LegCo"). It will be tabled at the Council meeting of 17 July 2013 in accordance with Rule 77(14) of the Rules of Procedure of the Council.

The Panel

2. The Panel was formed by a resolution passed by the Council on 8 July 1998 and as amended on 20 December 2000, 9 October 2002, 11 July 2007 and 2 July 2008 for the purpose of monitoring and examining Government policies and issues of public concern relating to labour and manpower planning matters. The terms of reference of the Panel are in **Appendix I**.

3. The Panel comprises 21 members in the 2012-2013 session. Hon LEE Cheuk-yan and Hon WONG Kwok-kin were elected Chairman and Deputy Chairman of the Panel respectively. The membership list of the Panel is in **Appendix II**.

Major Work

Implementation of the statutory minimum wage ("SMW")

4. The Panel has been monitoring closely the implementation of SMW since its introduction in May 2011. At the Panel's request, the Administration provided an update on the second year of implementation of SMW. According to the Administration, the Labour Department ("LD") had conducted over

60 800 workplace inspections on establishments of low-paying sectors, and the compliance position was satisfactory.

5. Noting that the Minimum Wage Commission ("MWC"), which was established under the Minimum Wage Ordinance (Cap. 608) ("MWO") to review the SMW rate, recommended to the Chief Executive ("CE") in Council in October 2012 that the initial SMW rate of \$28 per hour be increased to \$30 per hour, the Panel held a meeting in November 2012 to receive views from deputations on the revised SMW rate before CE making a decision on the matter.

6. Members expressed diverse views on the revised SMW rate. Some members pointed out that in face of both the slow global and local economic growth, there was little room for upward adjustment of the SMW rate, especially in the catering and retail sectors. These members were of the view that the SMW rate should be maintained at its initial level of \$28 per hour to give room for enterprises to adapt to the changes. A significant increase in the SMW rate would have adverse impact on the business environment. They found it barely acceptable for the SMW rate to be raised to no higher than \$30 per hour in tandem with inflation. Some other members, however, considered that the revised SMW rate should be in the range of \$33 to \$35 per hour, in order to cope with rising living costs. In these members' view, it was necessary to review and adjust the SMW rate annually so as to address the problem of time lag between data collection and the implementation of the revised SMW rate as well as to avoid employees' purchasing power being eroded by inflation.

7. The Administration advised that as stipulated in MWO, the SMW rate should be reviewed at least once every two years, without precluding more frequent rate review if this was considered appropriate and necessary. In the event that there was evidence supporting the need for a review of the SMW rate, a review could be conducted within less than two years.

8. Another concern was raised about the considerations underlying the MWC's recommendation of the revised SMW rate. According to the Administration, MWC had considered a Basket of Indicators covering information on socio-economic and employment conditions for assessing the impact of the initial SMW rate and conducting scenario testing based on the short-term economic and labour market outlook. MWC had also considered views received from various sectors of the community. The Administration stressed that MWC must give regard to the need to maintain an appropriate balance between the objectives of forestalling excessively low wages and minimizing the loss of low-paid jobs and the need to sustain Hong Kong's economic growth and competitiveness.

9. Some members pointed out that the Administration had provided top-up payments to government service contractors in respect of contracts straddling 1 May 2011 to meet the extra government service contract expenditure in 2011-2012 to cover the increase in wage costs of non-skilled workers arising solely and directly from the implementation of SMW. These members considered that the Administration should continue to provide top-up payments to new contracts upon recent adjustments of the level of SMW in May 2013.

10. The Administration stressed that the top-up arrangement was intended as a one-off and exceptional measure. The Administration explained that notwithstanding the introduction of the Minimum Wage Bill and the enactment of MWO in June 2009 and July 2010 respectively, the initial SMW rate at \$28 per hour had not been recommended until the end of 2010. While noting that the liability rested with the contractors, the Administration recognized that the implementation of the initial SMW rate was unique in that many government service contractors, particularly those relying heavily on the deployment of non-skilled workers, such as cleansing and guarding services, might not be able to capture the impact of SMW on their contract prices when offering bids at the tendering stage. In the circumstances, the Administration would not provide top-up payments to new contracts upon subsequent adjustments of the level of SMW.

Major findings of the 2012 Annual Earnings and Hours Survey ("AEHS")

11. Since the launch of AEHS in 2009 to collect wage, employment and demographic information of employees from business undertakings in Hong Kong, the Panel received an annual briefing by the Administration on the major findings of the survey. During the discussions on the major findings of the 2012 AEHS, many members expressed grave concern about the time lag between the Census and Statistics Department ("C&SD")'s data collection/analyses, MWC's deliberation of SMW rate with reference to the AEHS findings in 2012 and the implementation of the new SMW rate in 2013.

12. The Administration explained that given the large scale of AEHS, with a sample size of about 10 000 business undertakings and 60 000 employees, considerable time was required to collect the statistical data. C&SD normally required eight months for completion of data collection, compilation and analysis, which was comparable with that required in overseas countries such as the United Kingdom and Australia. The Administration would strive to further speed up the process wherever practicable. The Administration also advised that apart from the wage statistics from AEHS, MWC would take into account a

basket of indicators, supplementary statistical data and other relevant considerations when studying the SMW rate. The Administration stressed that MWC would study and recommend the next SMW rate by adopting an evidence-based approach.

Introduction of standard working hours ("SWH")

13. Legislating for SWH was another major concern of the Panel. As stated in the CE's election manifesto that a Special Committee would be set up to follow up on the Report of the Policy Study on Standard Working Hours ("the Report"), the Panel monitored closely the progress of setting up of the Special Committee and the Government's way forward on the subject. The Panel also examined the findings of the Report.

14. According to the Administration, the subject of SWH was far more complicated and controversial than the introduction of SMW. It was imperative that the community should deliberate the far-reaching implications on the social and economic aspects before coming to a view on the important subject. Nonetheless, it aimed to complete the preparatory work for the setting up of the Special Committee within the first quarter of 2013.

15. Most members noted with concern that employers expressed stronger reservations towards the introduction of SWH in Hong Kong than the introduction of SMW. Apart from the potential increase in the wage bill, employers were particularly concerned about the need and flexibility to maintain adequate manpower to accomplish urgent and important tasks if working hours limits were set. Concern was raised as to whether and how the Administration and the Special Committee would work towards reaching a consensus in the community in respect of the meaning of working hours and the need for establishing an SWH regime by legislative means. Given that the Administration had yet to promulgate the terms of reference and work plan of the Special Committee, there was a view that the Special Committee should focus its work on addressing the phenomenon of long working hours by legislative means.

16. Members were advised that the findings of the Report would shed light on the future policy direction and facilitate the Administration in identifying the way forward. The Special Committee would follow up on the study of SWH based on the evidence collected. It would examine issues relating to long working hours and overtime work arrangements. The Special Committee would also organize consultations and launch public awareness and education programme on key issues to be considered before coming to a view on the

subject of SWH. The Administration assured members that the operation of the SWH Committee would be highly transparent, and undertook to revert to the Panel from time to time on the progress of the study.

17. Following the Administration's announcement of the formation of the Standard Working Hours Committee in April 2013, the Administration was requested to keep the Panel posted of the work plan and work progress of the SWH Committee. The Panel was scheduled to discuss the progress of work of the SWH Committee at its regular meeting in July 2013.

Definition of continuous contract under the Employment Ordinance (Cap. 57) ("EO")

18. The Panel followed up with the Administration on the progress to review the definition of continuous contract under EO. Members noted that according to the findings of a survey conducted by C&SD on employees engaged under employment contracts with short duration or working hours ("SDWH employees"), there were 148 300 SDWH employees who were virtually not engaged under a continuous contract (i.e. employed under a contract of employment by the same employer for four weeks or more and had worked for 18 hours or more each week, the so-called "4-18" requirement).

19. Members were concerned about an increasing trend of employers adopting odd pattern of hours of work or reducing the working hours of their part-time employees to less than 18 hours per week in order to evade employers' responsibilities to provide part-time employees with employment benefits. They considered that the Administration should formulate concrete measures to enhance employment protection and benefits for SDWH employees, and plug the loopholes of EO to minimize unscrupulous employers' exploitation on SDWH employees. Some members called on the Administration to remove or relax the "4-18" requirement for the purpose of extending the rights and benefits of continuous contract employees under EO to SDWH employees. These members expressed dissatisfaction about the slow progress in conducting the review of the "4-18" requirement.

20. The Administration advised that "continuous contract" was the basis for determining an employee's eligibility for various employment rights and benefits under EO. Any change to this statutory definition would have far-reaching implications on the labour market, the business environment and the interest of the community as a whole. The Administration was undertaking a review of the definition of continuous employment under EO based on the statistical data collected on SDWH employees. During the review process,

reference would be made to relevant laws, regulations, measures and experiences of other places with due regard to Hong Kong's own circumstances. Given the wide implications on employers and employees, any proposal to relax the "4-18" threshold for continuous employment had to be considered carefully. The Administration would consult the Labour Advisory Board ("LAB") on the review findings. It aimed to consult the Panel on the review findings in around mid 2013 after LAB's deliberation on the subject. The Panel was scheduled to discuss the review findings at its regular meeting in July 2013.

Work Incentive Transport Subsidy ("WITS") Scheme

21. As part of a series of policy initiatives announced by CE in mid-July 2012, the Panel examined the proposal to substantially relax the WITS Scheme. Members noted that the enhancement proposal included the introduction of the option of an individual-based means test in addition to the household-based assessment as well as an annual adjustment mechanism for the monthly income and asset limits.

22. Members welcomed the Administration's decision to implement a "dual-track" approach for means test in response to the strong call from the Panel to relieve the burden of travelling expenses of the working-poor workers. Some members, however, were concerned about the take-up rate of the WITS Scheme. To encourage more applications for the Scheme, members took the view that the Administration should streamline the application procedures and simplify the application forms.

23. Members were advised that the Administration was mindful of the need to make the application procedures user-friendly and simple. To further enhance the public awareness of the application procedures, briefing sessions would continue to be held at district level. The Administration would further simplify the application form to reduce the information to be provided by applicants undergoing individual-based assessment. Applicants were not required to re-submit some supporting information in their subsequent rounds of application.

24. In anticipation of rising transport cost, some members expressed concern about the criteria adopted for reviewing the level of subsidy under WITS. There was a suggestion that the Administration should consider introducing a two-tier subsidy rates such that a higher level of transport subsidy could be provided to those low-income workers living in remote areas. According to the Administration, the latest statistics on the average monthly travelling expenses of the target beneficiaries of the WITS Scheme for commuting to and from

work was collated by C&SD specifically for the Scheme. It was observed that the present subsidy level was sufficient to support most eligible applicants. To keep WITS simple and easy to administer, a flat rate of \$600 per qualified applicant was adopted. The Administration assured members that it would closely monitor the changes in transport costs and would review and update the level of subsidy rate where necessary.

Legislating for paternity leave

25. With the community attaching increasing importance to promote family-friendly employment practices, the Panel had called on the Administration to expedite the study on legislating for the provision of paternity leave. The Administration reverted to the Panel in January 2013 on its proposal to legislate for the provision of three days' paternity leave paid at four-fifths of the employee's daily wages.

26. Members supported in principle the proposal to legislate for the provision of paternity leave. Some members, however, expressed concern about the disparity between the statutory paternity leave for employees in the private sector and the current entitlements of government employees. These members took the view that the proposed three-day paternity leave period was insufficient for a father to take care of the newborn and the mother, and urged the Administration to consider extending the duration of statutory paternity leave to five days. Some members also considered that male employees should be entitled to full pay during paternity leave period.

27. The Administration advised that as revealed by the LD's survey on paternity leave, the majority of the respondent companies offered one to three days of paternity leave, and the duration on average was three days. The Administration pointed out that under EO, for an employee who took paid maternity leave or sick leave, the maternity leave pay and sickness allowance was pitched at four-fifths of the average daily wages earned by the employee before the maternity leave or sick leave. For the sake of consistency with the existing labour legislation, the Administration proposed that the paternity leave pay should be aligned with those applicable to maternity leave and sick leave under EO. In addition, the three-day paternity leave paid at the rate of four-fifths of the average daily wages earned by the employee was only the statutory minimum standard.

28. According to the Administration, it would proceed with the drafting work and aimed to introduce a bill into the Legislative Council ("LegCo") at the beginning of the 2013-2014 legislative session.

Proposal to revise the rate of the Business Registration Certificate ("BRC") levy for the Protection of Wages on Insolvency Fund ("PWIF")

29. The Panel was briefed on the Administration's proposal to revise the rate of BRC levy for PWIF from the current \$450 per annum to \$250 per annum. Members noted that with the continual improvement of the financial position of PWIF, the PWIF Board, together with LD, had reviewed the rate of BRC levy. The PWIF Board proposed to reduce the levy rate after taking into account the relevant factors, including the uncertain local economic prospects, PWIF as a safety net for employees affected by business closures and the impact of the Protection of Wages on Insolvency (Amendment) Ordinance 2012 ("Amendment Ordinance"), which expanded the scope of PWIF to cover pay for untaken annual leave and untaken statutory holidays.

30. While raising no objection to the Administration's proposal, some members expressed the view that in the light of the improved and stable financial position of PWIF, consideration should be given to expanding the scope of PWIF so as to raise the maximum payout from PWIF to better safeguard employees' rights under EO. Some members also called on the Administration to review and expand the coverage of PWIF with a view to providing employees affected by the insolvency of their employers with ex-gratia payment for all untaken annual leave and untaken statutory holidays as well as full amount of severance payment.

31. The Administration explained that PWIF was set up to provide timely financial relief to employees affected by the insolvency of their employers, instead of seeking to recover all the outstanding wages and entitlements in arrears for insolvent employers in accordance with the employment contracts. The scope of coverage and the maximum amount of the ex-gratia payment for the outstanding wages and other statutory entitlements were clearly specified under the Protection of Wage on Insolvency Ordinance (Cap. 380), whereas employees could seek to recover all the wages in arrear and outstanding payment of statutory entitlement under EO through other established channels.

32. On the review of the scope of PWIF, the Administration advised that while it was not in a position to commit the Board for conducting a review of the scope of PWIF, the PWIF Board was aware of members' concerns (i.e. abolition of the ceiling on the number of days for calculating the amounts of pay for untaken statutory holidays) and had undertaken to review the coverage of PWIF one year after the implementation of the Amendment Ordinance which only took effect on 29 June 2012.

Hong Kong's occupational safety performance in 2012

33. In the light of members' concern about Hong Kong's occupational safety performance, the Administration made periodic reports to the Panel. The Panel examined the latest occupational safety situation at two meetings in this session.

Construction industry

34. Members noted with concern that the construction industry recorded the highest number of fatalities and accident rate among all industries. Members also noted that more than half of the construction fatal accidents in recent years were related to fall of persons from height. In the light of commencement in sequence a number of mega infrastructure projects, members expressed grave concern about the effectiveness of preventive and enforcement measures adopted by the Administration in ensuring the occupational safety of construction workers.

35. The Administration advised that in many fall-from-height fatal accidents, workers had in fact fallen from places of work of just two to three metres high. To prevent the occurrence of such accidents, LD would launch a new sponsorship scheme for small-and-medium-sized enterprises to purchase mobile working platforms for use at work sites just above ground. To further encourage contractors to be more proactive in implementing safety measures at work sites, LD and the Occupational Safety and Health Council ("OSHC") had jointly launched the Occupational Safety and Health Star Enterprise-Pilot Scheme on RMAA (Repair, Maintenance, Alteration and Addition) Safety Accreditation in June 2012, under which those accredited as star enterprises could enjoy up to 50% premium discount when procuring employees' compensation insurance from the Employees' Compensation Insurance Residual Scheme. Furthermore, LD had since July 2012 launched a programme for caring of new construction workers. Under the programme, those who newly joined the industry were identified with the label "P" (i.e. Probationer) and those who were new to a construction site were identified with the label "N" (i.e. Newcomer). Contractors were encouraged to assign mentors to take care of workers who newly joined the industry and would also provide basic induction safety training to these workers.

36. In respect of public works projects, the Administration advised that apart from introducing a pre-warning system whereby public works contractors were requested to submit improvement plans whenever there was an upward trend in the number of accidents in individual contracts, a merit and demerit system had

been put in place to further control the safety performance of public works contractors. Past performance and accident rates of contractors would be taken into account under the current tender assessment system for public works contracts. Contractors having low accident rates might have higher chance in winning a public works tender. In addition, a dedicated enquiry panel under the Development Bureau would look into serious industrial accidents involving its listed contractors and consider taking appropriate regulating actions, such as suspension of contractors concerned from tendering for public works projects for a maximum period of 12 months.

Professional drivers

37. Occupational safety and health ("OSH") of professional drivers was another concern of the Panel. Arising from the occurrence of several serious traffic accidents involving professional drivers in late 2012, members examined the measures to improve OSH of professional drivers. Members also expressed concern about the non-coverage of professional drivers in the Occupational Safety and Health Ordinance (Cap. 509) ("OSHO"). Members strongly requested the Administration to consider extending the coverage of OSHO to professional drivers to enhance their OSH.

38. In the light of members' request for extending its coverage to professional drivers' driving work, the Administration agreed to revisit the coverage of OSHO and advised that it would revert to the Panel on the review findings. In the meantime, LD collaborated with OSHC and relevant workers' unions to promote OSH message and launch publicity campaigns on healthy lifestyle for professional drivers, including self-employed drivers. It also planned to collaborate with individual bus companies to organize healthy lifestyle promotional activities for their employed drivers.

Employment services for job-seekers with different degree of employment difficulties

39. The Panel had all along been concerned about the employment support to job seekers with different degree of employment difficulties, including the youth, middle-aged persons and persons with disabilities. The Administration was requested to report to the Panel on the latest development of the employment services to meet different employment needs.

40. Members expressed support for the provision of an increased allowance payable to employers under the Youth Employment and Training Programme, the Employment Programme for the Middle-aged and the Work Orientation and

Placement Scheme to encourage employers to offer more openings to targetted employees and provide them with on-the-job training for enhancing their employability and employment opportunities. To enable young people to better plan for their future career path before leaving schools, there was a view that the Administration should collaborate with schools and education institutions to provide career counselling services to secondary students.

41. The Administration advised that it would endeavour to provide various effective and convenient employment support services to job seekers with different employment needs in looking for employment. Members were also advised that to strengthen the employment services to residents living in the remote districts, the Administration would, as announced in the CE's 2013 Policy Address, set up a new job centre in Tung Chung in 2013-2014.

Protection for participation in trade unions

42. Arising from the media reports that several employees who had actively involved in the formation of a trade union were dismissed, the Panel examined the protection of employees' rights to form and join trade union activities under the existing labour legislation. The Panel also received views from deputations on the subject.

43. According to the Administration, there were three fronts of protection for trade union participation under existing labour legislation. First, the rights, immunities and privileges of a registered trade union were stipulated under the Trade Unions Ordinance (Cap. 332) ("TUO"). Members or officers of a registered trade union were immune from civil suits for certain acts as provided for under TUO. Second, employees could make a claim for remedies against the employer for unreasonable and unlawful dismissal owing to their exercising trade union rights. On such a claim for remedies, it was the responsibility of the employer concerned to show that the dismissal was for a valid reason and not an anti-union discriminatory act as specified in EO. Third, while stringent requirements in initiating criminal prosecution had to be satisfied in each case, criminal prosecution would be instituted wherever there was sufficient evidence following investigation of complaints on suspected acts of anti-union discrimination.

44. Notwithstanding the Administration's explanation, some members remained concerned about the safeguards for trade union participation of employees as shown from the low successful prosecution rate of anti-union discriminatory acts. These members considered that it was difficult for an employee to establish that the dismissal was an anti-union discriminatory act in

making a claim for remedies.

45. The Administration advised that the majority of the complaints about anti-union discriminatory acts were civil claims in nature. It was the responsibility of the employer concerned to show that the dismissal of employee concerned was for a valid reason and not an anti-union discriminatory act when an employee made a claim for remedies against the employer for unreasonable and unlawful dismissal. Members were also advised that the Administration planned to introduce the Employment (Amendment) Bill 2013 ("the Amendment Bill") into LegCo within 2013 to empower the Labour Tribunal to make a compulsory order for reinstatement or re-engagement of an employee who had been dismissed unreasonably and unlawfully, including those dismissed because of anti-union discrimination, and to order the employer to pay a further sum to the employee if the employer fails to comply with the order. The protection for employees taking part in union activities would be further enhanced following the passage of the Amendment Bill.

Qualification Framework ("QF")

46. At the request of the Panel, the Administration briefed members on the latest progress of the development and implementation of QF. Members noted that following the introduction of the Award Titles Scheme ("ATS") and use of QF Credit, starting from 1 January 2016, all programmes in the Qualification Registers must adopt titles that conform to ATS, and programmes from QF levels 1 to 4 would also show the QF credit values. This would further strengthen the infrastructure of QF in order to go in line with international development. The Administration would then explore the development of a credit accumulation and transfer system. Members were advised that five education institutions had signed a memorandum of understanding to give mutual recognition to credits awarded under the respective learning programmes.

47. Pointing out that practitioners might apply for recognition of qualifications at QF levels 1 to 3 by only producing documentary proofs of their years of relevant working experience, some members expressed concern about the availability of articulation ladder for these employees to pursue further studies at higher QF levels. The Administration advised that with the introduction of use of QF Credit, it was envisaged that the collaboration between tertiary institutions and other course providers would be strengthened in offering programmes at different levels.

48. Some members considered that the Administration should provide incentives to encourage employees to attend QF-recognized courses. The

Administration advised that practitioners could make application under the Continuing Education Fund or the subsidy schemes of the training providers, if applicable, for attending QF-recognized courses. Moreover, industry practitioners who had successfully completed the Recognition of Prior Learning ("RPL") assessments might immediately apply for reimbursement of 75% of the assessment fees, while the remaining 25% of RPL assessment fees might be reimbursed upon completion of any QF-recognized programmes.

Intermediary charges for foreign domestic helpers ("FDHs")

49. In view of the wide concern about the fees charged by employment agencies for placement of FDHs, the Panel examined the Administration's enforcement action and measures in place to deter malpractices of local employment agencies of overcharging FDH's commission fees. The Panel also received views from deputations on the subject.

50. Most members noted with concern that some FDHs had incurred huge debt because of the high level of fees and commissions charged by employment agencies or recruiters in their home countries. Some FDHs also claimed that the two-week rule prevented them from coming forward to lodge claims and following through the legal process for fear of losing their jobs and being forced to leave Hong Kong within two weeks of the termination or expiry of their contract.

51. The Administration advised that employment agencies were only allowed to receive from FDHs the prescribed commission specified in the Second Schedule of the Employment Agency Regulations (Cap. 57A), which was no more than 10% of the latter's first month's salary for successful job placement service. The Employment Agencies Administration of the LD regulated the operation of employment agencies providing FDH placement services through licensing, inspection, complaints investigation and prosecution to ensure their operation in compliance with the law. For FDHs who were overcharged by employment agencies could file a complaint with LD. For employers who considered the services provided by employment agencies unsatisfactory or did not match the service agreements, they could also lodge a complaint with the Consumer Council and seek advice and assistance as appropriate. The provision of services by employment agencies to employers was also regulated under the Trade Description (Unfair Trade Practices)(Amendment) Ordinance 2012, which would come into operation on 19 July 2013.

52. Members were also advised that the two-week rule was required for maintaining effective immigration control, preventing job-hopping and

imported workers working illegally after the termination of contracts. As for the operation of overseas employment agencies, the Administration would continue to bring the matter to the attention of the relevant Consulate Generals of FDH exporting countries and urge them to tackle the issue at source.

Meetings held

53. During the period between October 2012 and end of June 2013, the Panel held a total of 10 meetings, and one joint meeting with the Panel on Welfare Services on the manpower situation of the residential care homes for the elderly. The Panel has scheduled another meeting in July 2013.

Council Business Division 2
Legislative Council Secretariat
10 July 2013

**Legislative Council
Panel on Manpower**

Terms of Reference

1. To monitor and examine Government policies and issues of public concern relating to labour, manpower planning, vocational training and education, and qualifications framework.
2. To provide a forum for the exchange and dissemination of views on the above policy matters.
3. To receive briefings and to formulate views on any major legislative or financial proposals in respect of the above policy areas prior to their formal introduction to the Council or Finance Committee.
4. To monitor and examine, to the extent it considers necessary, the above policy matters referred to it by a member of the Panel or by the House Committee.
5. To make reports to the Council or to the House Committee as required by the Rules of Procedure.

**Legislative Council
Panel on Manpower**

Membership list for 2012-2013 session

Chairman Hon LEE Cheuk-yan

Deputy Chairman Hon WONG Kwok-kin, BBS

Members

Hon Albert HO Chun-yan
Hon LEUNG Yiu-chung
Hon Tommy CHEUNG Yu-yan, SBS, JP
Hon Frederick FUNG Kin-kee, SBS, JP
Hon CHAN Kin-por, BBS, JP
Dr Hon LEUNG Ka-lau
Hon CHEUNG Kwok-che
Hon IP Kwok-him, GBS, JP
Hon LEUNG Kwok-hung
Hon Michael TIEN Puk-sun, BBS, JP
Hon CHAN Chi-chuen
Hon LEUNG Che-cheung, BBS, MH, JP
Hon Kenneth LEUNG
Dr Hon KWOK Ka-ki
Hon KWOK Wai-keung
Hon SIN Chung-kai, SBS, JP
Hon POON Siu-ping, BBS, MH
Hon TANG Ka-piu
Dr Hon CHIANG Lai-wan, JP

(Total : 21 members)

Clerk Miss Betty MA

Legal adviser Ms Clara TAM

Date 16 October 2012