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30 January 2014

By E-mail

Mr Derek Lo
Clerk to Panel (Economic Development)
1 Legislative Council Complex
1 Legislative Council Road
Central
Hong Kong

Dear Mr Lo,

Panel on Economic Development
Letter from Hon WONG Kwok-hing & Hon TANG Ka-piu
requesting for information on staff allowance from CLP

I refer to the letter from Hon WONG Kwok-hing and Hon TANG Ka-piu to Panel Chairman dated 27.1.2014 requesting for information related to staff allowance from CLP and attach the reply from CLP for your further action please.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Vyora Yau', with a long horizontal stroke extending to the right.

(Ms Vyora Yau)
for Secretary for the Environment

Reply from CLP

Ex-gratia Payment Offered by CLP Power to Employees

With reference to some Legislators' request to discuss the Ex-gratia Payment offered by CLP Power to its employees in the Panel's special meeting on 6 February, 2014, we would like to provide the following information for the Panel's reference:

1. CLP is committed to providing a safe and reliable electricity supply to the community. As part of this commitment, on-top of our 7x24 Emergency Services Team, some of our staff have to undertake standby duties outside normal working hours, and report for duty swiftly to support the emergency service / shift operations team to handle emergency situations that affect the city's electricity supply.
2. A cross-functional team was set up last year to review and streamline the original diverse standby arrangements across the Organisation.
3. The review has now been completed. With effect from 1st February, a new standby arrangement is implemented. Under the new arrangement, the standby frequency for our employees is significantly reduced. We have organized various communication sessions for the employees.
4. The company has also decided to follow the market practice and offer a one-off ex-gratia payment to employees who have performed emergency standby duties over the past six years.
 - The one-off ex-gratia payment is unrelated to the standby allowance which was cancelled in 2004. At that time, a compensation package had been offered to and accepted by the affected employees.
 - To determine the amount of the ex-gratia payment, we have examined market practices and set the payment level for each employee using four factors: (1) Job Grade (2) Standby Frequency (3) Work Intensity and (4) Number of Relevant Years. This calculation model has been reviewed and endorsed by an independent actuarial consultant.
 - The amount the employee derived from the payment is not in accordance with our 4-factor model and therefore does not reflect the reality. In case of clarification needed on the payment, employees can talk to their supervisor or the Human Resources Department.
5. The deadline for employees to return their acceptance is 10 February. This date is set to ensure that employees can receive the payment together with their February payroll. We understand that there may be employees who need more time to understand the package. In this respect, their returns will still be accepted as long as they can submit it by 14 February, 2014 noon.

30 January 2014