

**立法會**  
**Legislative Council**

LC Paper No. CB(2)1258/14-15  
(These minutes have been seen  
by the Administration)

Ref : CB2/PL/MP

**Panel on Manpower**

**Minutes of meeting**  
**held on Tuesday, 17 March 2015, at 4:30 pm**  
**in Conference Room 3 of the Legislative Council Complex**

**Members present** : Hon WONG Kwok-kin, SBS (Chairman)  
Dr Hon CHIANG Lai-wan, JP (Deputy Chairman)  
Hon LEE Cheuk-yan  
Hon Tommy CHEUNG Yu-yan, 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 CHAN Yuen-han, SBS, JP  
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, JP  
Hon CHUNG Kwok-pan

**Members absent** : Hon LEUNG Yiu-chung  
Hon LEUNG Che-cheung, BBS, MH, JP

**Public Officers attending** : Item IV  
Mr David LEUNG, JP  
Deputy Commissioner for Labour  
(Occupational Safety and Health)

Mr LI Chi-leung  
Assistant Commissioner for Labour  
(Occupational Safety)

Mr LEUNG Yuk-keung  
Chief Occupational Safety Officer  
(System and Support)  
Labour Department

Item V

Mr Matthew CHEUNG Kin-chung, GBS, JP  
Secretary for Labour and Welfare

Miss Annie TAM Kam-lan, JP  
Permanent Secretary for Labour and Welfare

Mr Donald TONG Chi-keung, JP  
Commissioner for Labour

Mr Nicholas CHAN Chun-tak  
Assistant Commissioner for Labour (Policy Support)

Mr Desmond HOU Ka-chun  
Principal Economist, Economic Analysis and  
Business Facilitation Unit  
Financial Secretary's Office

Mr Raymond HO Kam-biu  
Chief Labour Officer (Working Hours Policy)  
Labour Department

**Clerk in  
attendance** : Miss Betty MA  
Chief Council Secretary (2) 1

**Staff in  
attendance** : Ms Rita LAI  
Senior Council Secretary (2) 1

Ms Mina CHAN  
Council Secretary (2) 1

Miss Lulu YEUNG  
Clerical Assistant (2) 1

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**I. Confirmation of minutes of previous meeting**  
(LC Paper Nos. CB(2)1005/14-15 and CB(2)1042/14-15)

The minutes of the meetings held on 20 January and 10 February 2015 were confirmed.

**II. Information paper issued since the last meeting**

2. Members noted that no information paper had been issued since the last meeting.

Joint subcommittee to study the arrangement of offsetting severance payments ("SP") and long service payments ("LSP") payable to employees

3. Referring to the proposal of appointing a joint subcommittee under the Panel and the Panel on Financial Affairs to study the arrangement of allowing employers to use the Mandatory Provident Fund accrued benefits from their contribution to offset SP and LSP, as agreed at the Panel meeting on 10 February 2015, the Chairman informed members that the proposal was supported by the Panel on Financial Affairs at its meeting on 2 March 2015. The new joint subcommittee formed was placed on the waiting list pending activation.

**III. Date of next meeting and items for discussion**  
(LC Paper Nos. CB(2)1044/14-15(01) and (02))

Regular meeting in April 2015

4. Members agreed that the following items proposed by the Administration be discussed at the next regular meeting at 4:30 pm on 21 April 2015 -

- (a) Major findings of the 2014 Annual Earnings and Hours Survey; and
- (b) Latest developments in the employment services of the Labour Department.

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5. Referring to the recent labour disputes between a public libraries service contractor and its employees, Mr KWOK Wai-keung expressed concern about the government policy relating to outsourcing of service contracts and protection of staff of public libraries service contractors. Mr KWOK proposed the Panel to follow up the subject at the April meeting.

6. Mr TANG Ka-piu suggested that the Panel should follow up the progress of the legislative proposal to empower the Labour Tribunal to make a compulsory reinstatement and re-engagement order in cases of unreasonable and unlawful dismissal under the Employment Ordinance ("EO"), which was included in the Panel's list of outstanding items for discussion.

7. The Chairman advised that he would discuss with the Administration in respect of members' suggestions of discussion items for the April meeting.

*(Post-meeting note: On the advice of the Panel Chairman, the item "Government policy relating to the outsourcing of service contract and protection for staff of public libraries service contractors" would be discussed at the April meeting and that the item "Latest developments in the employment services of the Labour Department" would be deferred to a future meeting.)*

**IV. Work safety of repair, maintenance, alteration and addition works**

(LC Paper Nos. CB(2)1044/14-15(03) and (04))

8. At the invitation of the Chairman, Deputy Commissioner for Labour (Occupational Safety and Health) ("DC for L (OSH)") briefed members on the current work safety situation of repair, maintenance, alteration and addition ("RMAA") works as detailed in the Administration's paper. DC for L (OSH) added that the number of industrial fatalities in RMAA works was eight in 2014, down by 27.3% when compared with 11 in 2013.

9. Members noted the background brief entitled "Work safety of repair, maintenance, alteration and addition works" prepared by the Legislative Council ("LegCo") Secretariat.

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Statistics of RMAA works safety

10. While appreciating that the number of industrial fatalities in RMAA works had decreased from 11 in 2013 to eight in 2014, Mr POON Siu-ping expressed concern that the construction industry recorded the highest number of fatalities and accident rate among all industries, in particular when the construction workers were under work pressure to meet tight project deadlines. Acknowledging the difficulties in conducting inspections of the RMAA works, Mr POON sought information on the enforcement actions taken upon discovery of breaches of safety legislation, including the numbers of suspension notices issued and prosecutions initiated since 2011.

11. DC for L (OSH) said that the numbers of prosecutions taken in relation to RMAA works from 2012 to 2014 were 907, 918 and 1 037 respectively while those of suspension notices issued were 461, 499 and 594. It was noteworthy that the figures had been persistently increasing.

12. Expressing grave concern that a total number of 36 industrial fatalities in RMAA works was recorded in the past four years from 2011 to 2014 and 25 of which involved "fall of persons from height", the Deputy Chairman held the view that the Administration should analyse the causes of such industrial accidents with a view to formulating specific counter-measures to address the situation. Specifically, the Deputy Chairman was concerned whether the employers would be liable if the workers concerned had not used the safety devices and equipment provided by their employers while at work. She also enquired about the proportion of employers held responsible for such industrial accidents.

13. DC for L (OSH) responded that there were cases in which the employer did not provide safety devices and equipment, and cases in which the worker did not use them at work. DC for L (OSH) advised that the employer had responsibility under the law to take reasonably practicable steps to ensure his employees' OSH through training and supervision. DC for L (OSH) agreed to provide the requisite information, if any, after the meeting.

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14. In respect of the 36 industrial fatalities in RMAA works recorded in the past four years from 2011 and 2014, Mr TANG Ka-piu was concerned whether the employees concerned were able to establish employer-employee relationship with the contractors and whether they

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were insured in accordance with the requirements of the Employees' Compensation Ordinance (Cap. 282). Mr TANG further sought information on the number of employers concerned who had been prosecuted for non-compliance with the OSH legislation and the level of penalty concerned.

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15. In response, DC for L (OSH) advised that the Labour Department ("LD") was able to establish the employer-employee relationship and launch prosecutions against the employers concerned in most of the cases. As regards the level of penalty, the court would take into consideration a host of factors, including whether the employers concerned had provided the construction workers with appropriate protective equipment and their offence record. LD would submit supplementary information to the court for considering the appropriate level of penalty to be imposed upon conviction. DC for L (OSH) agreed to provide the requisite information, if available, after the meeting.

16. Dr KWOK Ka-ki was gravely concerned that the number of fatal and non-fatal industrial accidents in RMAA works had been remaining high since 2011. Dr KWOK cast doubt about the effectiveness of the "OSH Star Enterprise Safety Accreditation Scheme" ("the Scheme") and the mobile platform sponsorship scheme to enhance work safety. As regards the 1 037 prosecutions initiated in 2014 in relation to RMAA works safety, Dr KWOK considered the number of prosecutions too small as compared with some 800 industrial accidents recorded in the year. While noting the small-scale RMAA works and the difficulties in conducting inspections to the RMAA work sites, Dr KWOK was of the view that the Administration should enhance its efforts in this regard. With a view to enhancing work-at-height safety, he remarked that a licensing scheme should be put in place in the long term.

17. Sharing Dr KWOK Ka-ki's concern about the challenges in conducting inspections to the small-scale RMAA work sites, DC for L (OSH) advised that LD conducted some 37 000 inspections in 2014. DC for L (OSH) explained the challenges of deterring work practices contravening work safety requirements in RMAA works given their scattered locations and short duration and high mobility of truss-out scaffolding works. Assistant Commissioner for Labour (Occupational Safety) added that LD had strengthened the liaison with other relevant bureaux/government departments and large housing estates on renovation works to be launched. LD officers would continue to conduct surprise inspections to RMAA work sites involving the use of truss-out scaffolds and other scaffolds during area patrols or upon receiving complaints, to

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deter unsafe work practices during office and non-office hours. Taking into account the characteristics of short duration and high mobility of truss-out scaffolding works, the Administration considered that conducting area patrols was an effective mode of enforcement.

Measures to enhance work-at-height safety

18. Referring to the launching of the "Mandatory Building Inspection Scheme" and "Mandatory Window Inspection Scheme" in 2012 which had resulted in a rapid growth in RMAA works in recent years, Mr LEUNG Kwok-hung was of the view that the Administration should strengthen its regulatory efforts in enhancing the related work safety. To facilitate the relevant work, he suggested that contractors of RMAA works be required under a licensing scheme to provide information on RMAA works, such as location. Mr LEUNG considered that heavy penalty should be imposed on contractors of RMAA works for contravening work safety requirements with a view to safeguarding employees' OSH.

*Tackling systemic risks*

19. Referring to paragraph 12 of the Administration's paper in respect of allowing "competent persons" ("CP") who had received specific training to conduct the inspection and testing of anchor devices for truss-out scaffold erection / dismantling works, Mr POON Siu-ping enquired about the effectiveness of such measure to ensure the related work safety.

20. DC for L (OSH) advised that the CP scheme was implemented having regard to the concern raised by the RMAA industry stakeholders in a work safety forum that as truss-out scaffold erection / dismantling works were of short duration, they could pose practical difficulties to the industry if the inspection and testing of anchor devices could only be conducted by a structural engineer ("SE") before commencement of the works. DC for L (OSH) added that the implementation of the relevant arrangement was on the condition that such arrangement would need to be implemented in conjunction with the corresponding safety training and monitoring mechanism to ensure that the safety standard of the inspection and testing performed by a CP would not be lower than that conducted by a SE. These supporting measures included the completion of the relevant certificate course organised by the Occupational Safety and Health Council ("OSHC") and compliance with the provisions of the "Safety Guidebook" formulated by LD, OSHC and the relevant professionals; the

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specific requirements of the inspection and testing of anchor devices; and the provisions of the relevant licensing and monitoring mechanism. OSHC launched the relevant certificate course in March 2014. As at end-February 2015, a total of 89 trainees had been issued with the relevant certificates. As regards the effectiveness of such arrangement in ensuring the relevant work safety, it needed to be observed for a longer period of time.

21. Pointing out that on-site registered safety officers ("RSOs") were employees of construction contractors, Mr POON Siu-ping raised query about the independent role played by RSOs and whether they would be proactive in reporting their employers' non-compliance with OSH requirements. Mr POON asked whether the Administration would consider conducting a review of the role and responsibilities of RSOs and registered safety auditors ("RSAs").

22. DC for L (OSH) said that the Administration was aware of members' concern about the roles played by RSOs and RSAs. It was understood that a code of conduct for safety practitioners prepared by the relevant professional federation had been issued in 2014. DC for L (OSH) and Chief Occupational Safety Officer (System and Support) advised that in recent years, LD had conducted safety audits on the high-risk work processes of mega infrastructure projects and RMAA works and analyses of the underlying systemic risks with a view to formulating relevant preventive measures. LD had conveyed the relevant systemic safety problems and preventive measures to contractors of the industry, and through the issue of systemic safety alerts, appealed to RSOs and RSAs to apply safety management principles when discharging their statutory duties in advising their clients/ employers on the preventive measures. RSOs and RSAs had been reminded of the importance of taking proactive steps to ensure that their clients/employers were fully aware of the adverse implications and potential adverse consequences should their clients/employers overrule or neglect their advice. RSOs could make use of a hotline to report on the non-compliance of their employers if necessary. To raise the industry's awareness of these systemic safety problems and the proper implementation of preventive measures, LD from time to time organised thematic large-scale promotion and educational programmes. Five such thematic seminars targeting safety practitioners were held in 2014, which formed part of the Continuing Professional Development Programme in OSH for RSOs.



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*Safety Accreditation Scheme*

23. Noting that 26 small-and-medium enterprises ("SMEs") had been accredited under the Scheme, the Deputy Chairman sought information on the percentage of these SMEs among the total number of RMAA contractors.

24. DC for L (OSH) said that the Administration did not maintain the relevant statistics since no registration system was in place for RMAA contractors. According to a source of the relevant sector, there were several hundreds of RMAA contractors undertaking truss-out scaffolding works. Apart from the 26 SMEs accredited under the Scheme, DC for L (OSH) advised that 40 such applications were being processed by OSHC. Given that the Scheme had been launched for a short period of time, the Administration would strengthen the publicity programme towards works proponents.

25. In conclusion, the Chairman requested the Administration to take heed of members' concerns and views expressed at the meeting, in particular the need to formulate specific measures to address the difficulties in conducting inspections to RMAA works. DC for L (OSH) said that the Administration would consider the effectiveness of disseminating the message on the liabilities of RMAA contractors and sub-contractors in respect of industrial accidents.

**V. Progress of the work of the Standard Working Hours Committee**

(LC Paper Nos. CB(2)1044/14-15(05) and (06))

26. At the invitation of the Chairman, Secretary for Labour and Welfare ("SLW") briefed members on the latest work of the Standard Working Hours Committee ("SWHC") and the major views collected during SWHC's public consultation.

27. Members noted the updated background brief entitled "Standard working hours" prepared by the LegCo Secretariat.

28. The Chairman advised that the Panel agreed to appoint a subcommittee to study issues relating to standard working hours ("SWH") at its meeting on 10 February 2015. The new subcommittee formed was on the waiting list of subcommittees on policy issues pending activation.

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Work plan and timetable of SWHC

29. Referring to the setting up of a special committee to follow up on legislating for SWH as set out in the Chief Executive ("CE")'s election manifesto, Mr LEUNG Kwok-hung considered it an important pledge for the labour sector. Mr LEUNG expressed dissatisfaction about the slow progress of SWHC's work and a lack of a concrete legislative timetable for SWH. In his view, it was the responsibility of the Administration to address the divergent views between the labour sector and employers on the subject but the Administration had resorted to a delay tactic.

30. Miss CHAN Yuen-han was of the view that CE should honour his pledge to establish a statutory SWH regime in Hong Kong. Mr KWOK Wai-keung echoed a similar view. Given the difficulty in reaching a consensus on the subject of legislating for SWH between the labour sector and employers, the Administration should take the initiative to address the issue of uncompensated overtime work. Mr KWOK held the view that the Labour and Welfare Bureau should, having regard to the findings of SWHC's public consultation, take forward the subject as soon as practicable.

31. Mr SIN Chung-kai expressed disappointment that the Administration had not proactively taken forward the subject of SWH. In his view, there were different ways to implement SWH. For instance, consideration could be given to establishing an SWH regime in phases. Pointing out that the tenure of the Fifth LegCo and the current-term Government would expire in 2016 and 2017 respectively, Mr SIN, Mr LEE Cheuk-yan and Miss CHAN Yuen-han took the view that the relevant legislative process would be under a very tight timetable even if SWHC was in support of a statutory SWH regime. Mr SIN and Miss CHAN remarked that the Administration should draw up a concrete timetable and roadmap for legislating for SWH which, in Mr SIN's view, would be supported by Members.

32. Mr POON Siu-ping enquired about the timeframe for the consultants to submit their respective reports on "Working Hours Study" and "Working Hours Consultation" to SWHC and whether the reports would be made public. Noting that SWHC would submit its report to the Government in the first quarter of 2016, Mr POON and Miss CHAN Yuen-han expressed dissatisfaction about the unduly long time to be taken and asked whether the lead time required for preparing the SWHC report could be compressed.

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33. Responding to members' views and concerns, SLW made the following points -

- (a) members of SWHC took note of the importance of squarely addressing working hours issues in Hong Kong. SWHC had since its establishment worked at full steam to complete an enormous amount of work, including launching various educational and promotion activities to enhance public understanding of the working hours issues, conducting wide public engagement and consultation as well as a comprehensive working hours survey;
- (b) the consulting firms were finalising their reports on "Working Hours Study" and "Working Hours Consultation" which were expected to be submitted to SWHC for its reference by the second quarter of 2015. SWHC would decide whether the consultancy reports would be made available to the public as appropriate;
- (c) having regard to the outcomes of the two working groups, SWHC had set up a task force to further explore the future directions of a working hours policy and the further work of SWHC for SWHC's discussion;
- (d) SWHC would continue to work expeditiously with a view to completing its work, including the cost impact assessment on the relevant SWH policy options, as soon as possible and submitting its report to the Government in the first quarter of 2016 as scheduled. SWHC would adhere to its work plan closely and carry out informed and in-depth discussion on working hours issues with a view to building consensus and identifying working hours policy options suitable for Hong Kong; and
- (e) members' concerns and views on the subject of SWH would be fully relayed to SWHC for consideration.

34. Mr SIN Chung-kai, however, expressed dissatisfaction about SWHC's work in the past two years. He held the view that the Administration should put forward different options of legislating for SWH for the public's discussion. The Chairman remarked that the thrust of contention was whether the Government would work towards legislating for working hours regulation.

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35. SLW stressed that upholding an evidence-based approach, the working hours data and opinions on working hours arrangements / a working hours policy collected through the dedicated working hours survey and public engagement and consultation would lay a solid and objective foundation for SWHC's further deliberation on the subject of SWH. SWHC would conduct objective and impartial discussion based on relevant working hours information and explore different options suitable for Hong Kong.

Collecting working hours statistics and relevant information on a working hours regime

36. Referring to paragraph 9 of the Administration's paper, Mr CHUNG Kwok-pan enquired whether the questionnaire used in the household survey for collection of working hours statistics and relevant information on a working hours regime would be made public. Mr CHUNG was particularly concerned about how "overtime work" was defined in the questionnaire and whether the timing of taking "time-off in lieu" was relevant to classification of overtime work as compensated or not.

37. Chief Labour Officer (Working Hours Policy)/LD ("CLO(WHP)") advised that respondents of the household survey were asked to provide information on the daily working hours during the past seven days before enumeration, comprising contractual hours worked, compensated (with pay and/or time-off in lieu) overtime hours and uncompensated (without pay or time-off in lieu) overtime hours. If respondents replied that the overtime work undertaken during a period was compensated, the concerned period of overtime work was classified as compensated irrespective of the timing of time-off in lieu taken/to be taken.

38. Mr LEE Cheuk-yan noted from the findings of the household survey that of all employees, 61.1% (1 919 800) of them did not have the method of overtime compensation specified in their contracts/agreements, and that 18.4% (578 300) had engaged in overtime work without pay or time-off in lieu (i.e. uncompensated) and the median uncompensated overtime hours concerned was five. Mr LEE considered that the problems of long working hours situation in Hong Kong and uncompensated overtime work were severe. As regards the way forward on a working hours policy, Mr LEE took the view that the Administration should proceed with legislating for SWH having regard to the survey findings of 75.8% of the employee respondents were in support of

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"setting maximum working hours ("MWH")" and 67.1% of the employee respondents were in support of "setting standard working hours". He raised query about the Administration's sincerity in taking forward the subject and did not see the need for forming a task force under SWHC to further explore directions of a working hours policy.

39. SLW advised that having regard to the outcomes of the two working groups, SWHC had set up a task force to explore the future directions of a working hours policy and the further work of SWHC for its in-depth discussion with a view to building consensus and identifying working hours policy options suitable for Hong Kong. Led by the SWHC Chairperson, members of the task force comprised convenors of the two working groups as well as three members from the academia.

40. Since the implementation of the Statutory Minimum Wage in May 2011, the minimum hourly wage rate of the lower-income workers had increased. In the light of the positive outcome, the Deputy Chairman appealed to the Administration to seriously consider legislating for working hours as soon as practicable. The Deputy Chairman was of the view that based on the findings of the household survey that of all employees, 88.6% (2 785 100) had their weekly hours of work specified in contracts/agreements and the survey findings on the way forward of a working hours policy showed that 93.7% of the employee respondents agreed with the approach of "providing for stipulation of hours of work, overtime arrangements and overtime compensation in employment contracts", the Administration should consider amending EO for the purpose of implementing contractual working hours by the above approach so as to expedite the legislative process. She added that on the back of a vibrant economy and robust labour demand, it was an opportune time to legislate for SWH. SLW undertook to relay the Deputy Chairman's views and suggestions to SWHC for consideration.

41. Referring to paragraphs 13 and 15 of the Administration's paper regarding the findings of the household survey, Dr LEUNG Ka-lau considered it inappropriate to compare the findings collected from various approaches for the way forward of a working hours policy since the respective employee and employer respondents had been asked to respond to each of the approaches which were not mutually exclusive. As regards the approach of "providing for stipulation of hours of work, overtime arrangements and overtime compensation in employment contracts", Dr LEUNG was concerned that some employers might take advantage of the loophole by stating no limit of overtime work, which would not be compensated, in the employment contracts.

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42. CLO(WHP) responded that the design of the questionnaire for the household survey, including the format and wording of the questions, were agreed upon by members of SWHC after thorough discussion and taking into consideration the independent advice of the consultant. An exact description of the various approaches of a working hours policy listed in the questionnaire was reproduced in Footnote 11 of the Administration's paper. Commissioner for Labour added that taking into account the length of the questionnaire (about 20 pages), respondents were asked to respond to the general approaches of a working hours policy as listed in the questionnaire without further elaboration.

43. Dr LEUNG Ka-lau, however, remained concerned about the need to clearly define overtime hours and specify the method of compensation in employment contracts.

44. Referring to paragraph 15 of the Administration's paper, Miss CHAN Yuen-han highlighted the response of employer respondents to the way forward of a working hours policy as revealed from the household survey, in which 56.1% of them agreed with "setting standard working hours" and 42.6% of them agreed with "setting maximum working hours". Based on such findings, Miss CHAN called on the Government to seriously consider legislating for SWH.

45. Mr KWOK Wai-keung considered that the major opposing force to legislating for SWH came from employers who did not make compensation to their employees for overtime work as no extra resources would be involved for those employers who had already offered compensation to their employees for overtime work. In addition, Mr KWOK was concerned that a considerable number of employees had mixed up the concept of MWH with that of SWH which sought to safeguard employees against uncompensated overtime work. Noting from the findings of the household survey that a greater number of employee respondents agreed with "setting maximum working hours" (75.8%) as compared with "setting standard working hours" (67.1%) in respect of the way forward of a working hours policy, Mr KWOK was of the view that the Administration should conduct further study so as to understand the rationale behind.

Public engagement and consultation campaign

46. Dr LEUNG Ka-lau referred members to paragraph 30 of the Administration's paper regarding the finding of an opinion survey of working hours issues. Given that 75% of labour union members and 48%

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of trade association members opined that SWH was suitable for Hong Kong, and only 14% of labour union members and 42% of trade association members opined that SWH was not suitable, Dr LEUNG considered that a consensus on implementing SWH had already been achieved among employees and employers. Miss CHAN Yuen-han concurred with Dr LEUNG's view.

47. SLW clarified that the opinion survey of working hours issues was conducted by the consultant on randomly sampled members of trade associations and labour unions, which received a total of 1 507 opinion collection forms (750 from members of trade associations and 757 from members of labour unions). While reflecting views of the relevant members, the opinion survey was different in terms of survey coverage from the first territory-wide household survey conducted between June and August 2014 to collect working hours statistics and relevant information on a working hours regime. The household survey had made use of the frame of quarters maintained by the Census and Statistics Department as the sampling frame from which 12 000 quarters were randomly selected using a scientific sampling method for data collection. Working hours data and opinions on working hours arrangements / a working hours policy were collected through successful enumeration of 10 275 employed persons (including 9 027 employees, 296 employers and 952 self-employed persons).

48. There being no other business, the meeting ended at 6:28 pm.

Council Business Division 2  
Legislative Council Secretariat  
16 April 2015