

立法會 *Legislative Council*

LC Paper No. CB(2)1857/15-16

Ref: CB2/PL/MP

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 2015-2016 session of the Legislative Council ("LegCo"). It will be tabled at the Council meeting of 13 July 2016 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 18 members in the 2015-2016 session. Hon KWOK Wai-keung and Dr Hon CHIANG Lai-wan were elected Chairman and Deputy Chairman of the Panel respectively. The membership list of the Panel is in **Appendix II**.

Major Work

Protection for employees' rights and benefits

Implementation of statutory paternity leave ("PL")

4. The Employment (Amendment) Bill 2014 on the provision of PL was passed at the Council meeting of 18 December 2014 and came into operation on

27 February 2015. At the request of the members, the Administration reported to the Panel in May 2016 on the implementation and review of PL.

5. Members were advised that the Labour Department ("LD") would embark on the review of the implementation of PL, and the Administration planned to report the review findings and recommendations on the future direction of PL to the Labour Advisory Board ("LAB") and the Panel in the first quarter of 2017. Most members expressed disappointment at the review timetable given that the Administration had undertaken to conduct a review one year after the legislation coming into operation. These members were gravely concerned that there would be insufficient time for the current term Government to follow up the recommendations made in the review. They strongly urged for an early completion of the review. The Administration advised that when LAB was briefed on the proposed scope of the review of PL, the views of the representatives of employers and employees at LAB on the subject of legislating for PL were divergent. Some members of LAB did not consider it necessary to commence a review at the moment since the statutory PL had taken effect just over a year. Therefore, it was imperative for the Administration to strike a balance between the interests of employers and employees. It would strive to compress the work ahead and revert to the Panel on the matter as early as practicable.

6. With regard to the scope of the review, some members considered it unnecessary to conduct a survey with the 18 Human Resources Managers' Clubs ("HRMCs") which represented the interests of employers objecting to further increase the duration of PL. The Administration explained that the 18 HRMCs comprised member organizations from various trades and industries. Members attending HRMC meetings were mostly human resources personnel who in their daily work were conversant with the operation of employment benefits provided under the Employment Ordinance (Cap. 57) ("EO"). By conducting survey with this group, it would enable LD to collect the relevant data and understand implementation issues experienced by employers on PL. The Administration added that another survey with employees having taken PL and focus group discussion with relevant stakeholders would also be conducted.

Maternity leave ("ML") arrangements

7. Given that the existing provisions on maternity protection under EO had been in force since 1995, the Panel held a meeting to discuss with the Administration and deputations the ML arrangements. Most members shared the views of deputations and called on the Administration to review the provisions on ML and protection of women employees from dismissal during

pregnancy. To comply with the international standards, the duration of paid ML should be increased from 10 weeks to at least 14 weeks. To enable female employees who were breastfeeding to return to work after exhausting statutory ML, consideration should also be given to allowing these employees to take a paid nursing break of one hour or two half-hour breaks at workplace till their child was one year old.

8. The Administration advised that the maternity provisions in EO, including those on the duration and the taking of ML, had provided comprehensive protection for pregnant employees in various aspects and had struck a reasonable balance between the interests of both the employers and employees. Moreover, with the agreement of the employer, the employee could take further leave and, in such situation, the continuity of her employment would not be affected. The Administration further advised that in assessing whether to further improve maternity benefits for pregnant employees, it had to take into consideration Hong Kong's socio-economic situation and whether there was a consensus in the community. The Administration would from time to time keep the relevant provisions under review and give careful consideration to improving employee's rights and benefits progressively.

Proposal to amend the reinstatement or re-engagement provisions of EO

9. The Panel was consulted on the Administration's proposal to amend EO for the making of compulsory reinstatement and re-engagement order for unreasonable and unlawful dismissal. While supporting in principle the legislative proposal, some members were concerned about the adequacy of protection for the dismissed employees concerned. These members considered that the proposed amount of the further sum, which was three times the employee's monthly wages and subject to a maximum of \$50,000, was too low and insufficient to ensure protection for employees, especially the professional and high-salaried employees, against unreasonable and unlawful dismissal. The ceiling of the proposed further sum should be adjusted upward in view of the accumulated wage increase over the years.

10. According to the Administration, the consensus of LAB on specific elements of the legislative proposal, including the proposed amount of the further sum, had been reached after thorough discussion. As the current median monthly wage was around \$15,000, the Administration therefore considered that the proposed maximum amount of \$50,000 would be able to provide further protection to employees.

11. On some members' concern about the protection for anti-union

discrimination, the Administration advised that an employee who was dismissed owing to his exercising trade union rights under relevant provisions of EO within 12 months immediately before the dismissal was entitled to make a claim for remedies against the employer for unreasonable and unlawful dismissal. According to the legislative proposal, in considering an employee's claim for reinstatement or re-engagement, if the court or Labour Tribunal considered that an order for reinstatement or re-engagement was appropriate and compliance with the order by the employer reasonably practicable, it might make such an order even if the employer disagreed.

12. The Employment (Amendment) Bill 2016 was introduced into LegCo on 2 March 2016. The relevant Bills Committee has completed its scrutiny work.

Working hours and earnings of employees

Legislating for standard working hours ("SWH")

13. Legislating for SWH was another major concern of the Panel. To enable more focused discussion, the Panel agreed at its meeting on 10 February 2015 to appoint a subcommittee to follow up the subject matter. Prior to the activation of the Subcommittee, the Administration briefed the Panel on the latest work progress of the Standard Working Hours Committee ("SWHC") in December 2015.

14. Noting that the six employee representatives of LAB, who were SWHC's ex-officio members, had walked out of the SWHC meeting on 27 November 2015, members expressed grave concern about how the Administration could take forward the subject of formulating a working hours policy in the absence of the employee representatives on SWHC. Most members shared the concern of these employee representatives that employer representatives of LAB had backtracked on the agreement to conduct future discussion on the basis of legislating for working hours of employees as made at the SWHC meeting on 18 March 2015. SWHC was only exploring a proposed legislative approach to mandatorily require employers and employees in general to enter into written employment contracts specifying clearly terms relating to working hours.

15. Members also expressed concern about the work direction of SWHC. According to the Administration, SWHC planned to launch the second-stage consultation in early 2016, which would be the final round of its consultation. SWHC would then report to the Chief Executive ("CE") and advise on the working hours situation in Hong Kong, including whether a statutory SWH regime or any other alternatives should be considered.

Subcommittee to Study Issues Relating to Standard Working Hours

16. The Subcommittee held four meetings between January and May 2016 to discuss with the Administration the issues related to working hours policy directions and exchange views with deputations on these issues. The Subcommittee concluded its work in May 2016 and drew up a number of recommendations, as detailed in its report to the Panel (LC Paper No. CB(2)1657/15-16).

Related staffing proposal

17. The Panel was consulted on the Administration's proposal to retain a supernumerary post of Chief Labour Officer at D1 level for five years till 2021 to head the Working Hours Policy Division of LD and follow up the working hours policy directions as recommended by SWHC and the related work. Members expressed diverse views on the staffing proposal. Some members expressed concern about whether the duration of the post proposed to be retained represented a corresponding extension of SWHC's work, and considered retention of the above supernumerary post not necessary, until the Government had agreed to legislate for SWH. Some other members, however, expressed the view that the Government should continue to spearhead the work relating to the working hours policy, irrespective of whether SWHC would eventually recommend legislating for SWH or not. The Administration explained that the post proposed to be retained was essential for undertaking further work on the working hours policy after the submission of SWHC report to the Government as soon as possible.

Compilation of wage statistics

18. Since the launch of the mandatory Annual Earnings and Hours Survey ("AEHS") by the Census and Statistics Department ("C&SD") in 2009 to collect wage, employment and demographic information of employees from business undertakings in Hong Kong, the Administration reported to the Panel annually on the major findings of the survey.

19. Many members noted with concern that the Minimum Wage Commission ("MWC") would make reference to the AEHS findings in the preceding year for recommending the revised statutory minimum wage ("SMW") rate which would take effective in the next year. Consequently, the adjustment to wage level of those low-income employees receiving the SMW rate could hardly catch up

with the inflation. These members strongly requested the Administration to look into the time lag between data collection for AEHS and SMW rate adjustment. According to the Administration, MWC was aware of the inevitable time gap between data collection/analysis and implementation of the revised SMW rate. In making its recommendation on the revised SMW rate, MWC would consider, among other things, the wage distribution data from AEHS and an array of indicators covering latest information on the socio-economic and labour market conditions as well as price forecasts.

20. Some members called on the Administration to improve the methodology in data collection of AEHS such that raw data on working hours including overtime work hours would also be obtained from employees. The Administration explained that the working hours statistics published in the AEHS Report followed the definition of hours worked under the Minimum Wage Ordinance (Cap. 608) and thus covered contractual/agreed working hours and overtime hours worked at the direction of employers. Nonetheless, working hours data had been collected from employees in compiling the monthly General Household Survey.

Promoting employment and developing manpower

21. The Panel continued to follow up the support measures taken by the Administration to unleash the potential workforce, in particular mature persons, female homemakers and ethnic minorities ("EMs"), and promote the employment of these persons.

Employment of mature persons

22. Some members pointed out that the barriers deterring mature persons from staying longer in employment or re-joining the labour market were largely due to long working hours and lack of appropriate job skills. They called on the Administration to provide appropriate training and encourage employers to provide more part-time posts to mature job seekers. According to the Administration, LD had been encouraging employers to provide the mature employees with a family-friendly working environment with flexible and various work arrangements. It also organized regularly employment briefings for mature persons and experience sharing sessions for employers on the benefits of employing mature persons. Members were also advised that the Employees Retraining Board ("ERB") had commissioned a market research on the training needs of mature persons to gauge their demand for ERB courses and services as well as gather the opinions of employers on recruitment of mature persons. ERB would take into account the market research findings in

developing training and support services that matched the needs of mature persons.

23. Some members took the view that consideration should be given to setting a statutory retirement age so that the mature employees could stay longer in employment. The Administration advised that there were diverse views in the community about setting a statutory retirement age across the board. Currently, there was no statutory retirement age in Hong Kong. Same as other terms and conditions of employment, employees and employers were free to negotiate for a mutually acceptable retirement age when they entered into an employment contract. Employers were also free to recruit or continue to employ mature persons. The present arrangements allowed flexibility and met the needs of different employers and employees, having regard to the market situation.

Women employment

24. Members were strongly of the view that provision of comprehensive child care support services was crucial to releasing female homemakers to join the labour market. The Administration advised that to support parents who were unable to take care of their children temporarily because of work or other reasons, the Social Welfare Department had all along been providing subvention to non-governmental organizations to run a variety of child care services and after-school care services. In addition, the Administration would commission a consultancy study to advise on strategies for the long-term development of child care services with a view to providing services that would meet the needs of the families in Hong Kong.

25. Most members considered that abolition of the continuous contract requirement under EO could safeguard the rights and benefits of part-time employees and thereby facilitating those women, who were engaged in household duties, to take up casual employment. The Administration advised that LD had conducted a review of the continuous contract requirement and several approaches had been put forward for deliberations by LAB. Although LAB members had considered the issue at a number of its meetings since 2013, a consensus on the approach was yet to be reached.

Employment of EMs

26. The Administration was requested to brief the Panel on the specific employment support services for EMs, having regard to the unique difficulties encountered by EM job seekers due to the language barrier and cultural difference. Members were advised that in addition to LD's general employment

services and facilities, special counters and resource corners were set up in all the 13 job centres to provide personalized job referral service and employment information for EM job seekers. This apart, leaflets on LD's employment services for EMs were printed in various ethnic languages and interpretation services would be arranged for job seekers who did not speak Chinese and English.

27. While acknowledging the employment support services put in place for EM job seekers, members took the view that the Administration should ensure that such services were accessible to the targeted EM job seekers. At the meeting on 15 March 2016, the Panel passed a motion urging the Government to establish an Ethnic Minorities Employment Division in one of the LD job centres, at which fluent English-speaking EM staff were stationed to provide employment support services for non-Chinese-speaking people.

Implementation of the Work Incentive Transport Subsidy Scheme

28. The Administration reported to the Panel the findings of the comprehensive review of the Work Incentive Transport Subsidy ("WITS") Scheme. The Panel also received views from deputations on the subject.

29. Noting that the full-rate subsidy would be remained at \$600 per month, members were gravely concerned that the amount of subsidy was inadequate for the low-income workers to relieve their burden of work-related travelling when working across districts, which amounted to over \$1,000 per month. Having regard to the rise in fares of public transport in recent years and the fact that no adjustment had been made to the level of subsidy since the inception of the WITS Scheme in 2011, members strongly urged the Administration to adjust upwards the subsidy rate in accordance with the inflation rate. Most members also expressed concern that the requirement to pass a restrictive income and asset assessment would discourage needy low-income employees from submitting applications. This would defeat the objective of the WITS Scheme to help low-income earners to reduce their cost of travelling to and from work and encourage them to secure or stay in employment. These members called on the Administration to further relax the eligibility criteria and remove the asset threshold requirement so as to promote sustained employment.

30. The Administration explained that to keep the WITS Scheme simple and easy to administer, a flat rate of \$600 per qualified applicant per month was adopted. According to the General Household Survey conducted by C&SD in the third quarter of 2015, the average monthly expense of WITS target beneficiaries on public transport for travelling to and from work was \$442, and

that for those working across districts was \$481. A transport subsidy of \$600 per eligible person per month was considered adequate to relieve the burden of travelling expenses of the beneficiaries.

31. Pointing out that the Low-Income Working Family Allowance ("LIFA") also sought to encourage self-reliance through sustained employment and ease inter-generational poverty, members expressed concern about the interface between the WITS and the LIFA Schemes. The Administration explained that it had started receiving applications under the LIFA Scheme since 3 May 2016. As a general principle, LIFA would be granted on a family basis to relieve the financial burden of non-Comprehensive Social Security Assistance low-income working families, and beneficiaries of LIFA should not receive household-based WITS concurrently. Yet, all working members in a LIFA family (except for the LIFA applicants themselves) might apply for individual-based WITS, and their WITS payment would be counted towards the family income in LIFA's income test. The Administration would conduct an overall policy review of LIFA one year after its implementation, i.e. in mid-2017. Any major changes to the WITS Scheme, including the eligibility criteria and level of subsidy rate, would be carefully considered in the context of the overall policy review of LIFA and the interface between the WITS and LIFA Schemes.

Manpower supply for the construction industry

Further enhancement measures to the Supplementary Labour Scheme ("SLS")

32. In the 2015 Policy Address, CE announced that, in face of manpower shortage in the construction industry, the Administration would implement further enhancement measures to SLS. Having regard to the unique characteristics of the construction industry, imported skilled workers would be allowed to work across more than one public sector works projects under the same contractor.

33. Some members considered that the labour shortage problem in the construction industry had been exaggerated, as many local construction workers were still facing the problem of under-employment. They did not support the introduction of the further enhancement measures and were concerned that these measures, if supported, would be followed by an expansion of importation of labour. Noting that according to the Construction Industry Council ("CIC")'s manpower forecast, the construction industry would need additional skilled workers of about 10 000 to 15 000 in the coming years, some members took the view that the Administration should consider strengthening the training of local construction workers to meet the demand of the industry and attracting new

entrants to increase the supply of local construction workers, instead of relying on importing workers under SLS to address the labour shortage problem.

34. The Administration advised that, on the premise of safeguarding the priority of employment for local skilled workers and their income levels, Hong Kong needed to make full use of SLS to address the shortage of construction manpower in a timely manner. While the enhancement measures under SLS launched in 2014 could expedite the preparatory work for SLS applications, further enhancement measures were necessary to bring greater flexibility to the deployment of imported workers and maximize their productivity. The Administration further advised that acknowledging the construction boom in the years ahead, it had been closely collaborating with CIC in strengthening training initiatives for semi-skilled workers and attracting new entrants to the construction industry.

35. Some members pointed out that the transport industry and catering industry also faced acute labour shortage problem. They urged that the enhancement measures under SLS should be extended to various industries and sectors. The Administration explained that there were no overall or industry-specific quota ceilings under SLS. Nonetheless, employers who applied under SLS to import workers were required to launch a four-week open recruitment exercise in Hong Kong to accord priority to local workers in employment.

Establishment of Construction Industry Recruitment Centre ("CIRC")

36. CE announced in the 2015 Policy Address the establishment of CIRC to facilitate employers of the construction industry to recruit workers and local construction workers to find jobs. When the Panel was briefed on the latest development of CIRC which was opened in January 2016, members were concerned about its effectiveness in assisting job seekers in securing employment in the construction industry. The Administration advised that whilst for some traditional construction jobs, job search or recruitment relied on personal connections, it was hoped that CIRC could bring about a cultural change by offering an additional recruitment channel for the construction industry. One of the special features of CIRC was that it provided a dedicated venue for employers, contractors and sub-contractors to organize job fairs and conduct job interviews. With the setting up of CIRC, consideration was being given to requiring applicant employers under SLS for importing construction workers to conduct the local recruitment exercise at CIRC.

Occupational safety and health of employees at work

Occupational safety performance

37. Noting that the construction industry recorded the highest number of fatalities and accident rate among all industries, members were concerned about the specific measures put in place to safeguard the occupational safety of construction workers. The Administration advised that in face of the huge labour force in the construction industry, LD had stepped up the training efforts to arouse the safety awareness of construction workers. Notably, with the support of LD, the Occupational Safety and Health Council ("OSHC") and trade associations of the construction industry had launched a programme for caring of new construction workers, under which mentors would be assigned to take care of workers who newly joined the industry for a period of not less than three months and would also provide basic induction safety training to these workers. If the workers new to a site had already possessed experience in construction work, they would be required to carry the "N" label (i.e. Newcomer) for two weeks and to receive special briefing on hazards to be avoided.

38. In response to members' concern about the increasing number of construction industrial fatalities involved truss-out bamboo scaffolding works, the Administration advised that LD had been working closely with OSHC to urge and assist the industry to step up measures to ensure compliance with the work safety legislation regarding truss-out bamboo scaffolding works and to address the risk of working at height. In addition, LD would further promote a sponsorship scheme to encourage contractors to purchase transportable temporary anchor devices for use in erection and dismantling of prefabricated truss-out scaffolds, which could help mitigate the associated risks.

39. Concern was also raised about whether heavier penalty would be imposed on convicted cases related to fatal industrial accidents in the construction industry. According to the Administration, LD had since 2013 been working very closely with the Department of Justice ("DoJ") in a bid to raise the level of penalty for non-compliance with safety requirements at workplace. In the light of DoJ's advice, LD would submit relevant information to the court for considering the appropriate level of penalty to be imposed upon conviction. It was noted that the fines and the maximum penalty imposed by the court on convicted cases had increased notably in recent years.

Occupational diseases and health performance

40. The Panel had been monitoring closely the latest situation of occupational diseases in Hong Kong. Members noted with concern that despite musculoskeletal disorders such as back pain and shoulder-neck pain were common among crane operators and employees in the information technology industry, such work-related diseases were not categorized as occupational diseases. Members called on the Administration to revisit its stance on the subject matter. The Administration explained that according to the International Labour Organization ("ILO"), occupational diseases were diseases having specific or strong relationship with occupations, generally with only one causal agent. In considering whether certain diseases should be prescribed as occupational diseases or whether the coverage of some occupational diseases should be expanded in Hong Kong, LD made reference to ILO criteria and took into consideration whether a causal relationship existed between the disease and the type of work, including whether there was medical evidence proving a significant relationship between the disease and certain occupation, as well as the local pattern of the disease.

41. Noting that there were only two occupational health clinics ("OHCs") located in Kwun Tong and Fanling serving all employees in Hong Kong, some members urged the Administration to set up another OHC to meet the service needs. The Administration advised that demand for clinical consultation service would be one of the considerations for the establishment of another OHC. According to the statistics kept by LD on the usage of OHCs, the average waiting time for new cases at Fanling OHC and Kwun Tong OHC was two weeks and six weeks respectively in 2015, which was considered acceptable. The Administration would closely monitor the usage of OHCs, and would make appropriate adjustments if necessary.

Regulation of employment agencies ("EAs")

42. Following the launch of a two-month public consultation exercise on the draft Code of Practice ("CoP") for employment agencies ("EAs") in April 2016, the Administration sought members' views on the draft CoP for EAs. The Panel held another meeting in May 2016 to receive deputations' views on the draft CoP.

43. While considering that the issue of CoP would facilitate EAs' compliance and for ease of reference by foreign domestic helpers ("FDHs") and their employers, some members expressed concern about the binding effect of CoP, in particular whether it could adequately address issues relating to money-

lending activities of intermediaries and the unscrupulous operation of EAs. To enhance the deterrence effect against unscrupulous operation of EAs, some members called on the Administration to, in addition to the issue of CoP, consider publishing the names of these EAs at LD's website and introducing a demerit points system for regulating EAs. Some other members, however, took the view that CoP should equally safeguard the interest of employers who suffered from the problem of job hopping of FDHs. There was a view that a probation period should be introduced for newly-recruited FDHs, so as to better protect the interests of both employers and employees. Besides, a complaint mechanism for handling disputes of FDH-related matters should be established.

44. The Administration advised that CoP would define the roles and obligations of an EA during its dealings with job seekers and employers so that each party would know clearly what to expect from EAs. It applied to all licensed EAs providing FDH placement services, irrespective of whether or not they were accredited EAs by the FDH-sending governments. It would also illustrate best practices for EAs and provide some sample forms for EAs, for example, sample service agreements and sample resume of FDH job-seekers. The Administration further advised that in relation to the implementation of CoP, LD would issue warning letters to EAs for rectification of irregularities detected, including but not limited to failing to meet the statutory requirements and/or standards set out in CoP. The Commissioner for Labour would also consider, amongst other relevant factors, the relevant track record of EAs and/or their capability of meeting such requirements/standards, in making decision of revoking, or refusing to grant or renew EA licences.

45. Members were advised that LD would, in light of the views collected in the consultation period, refine the draft CoP and publish it for implementation. The Administration stressed that if the effectiveness of CoP was far from satisfactory, it would consider adopting other means including, inter alia, introducing legislative amendments to EO and/or the Employment Agency Regulations (Cap. 57A) to suitably regulate the industry.

Arrangement of offsetting severance payments and long service payments against Mandatory Provident Fund accrued benefits ("the offsetting arrangement")

46. The impact of the offsetting arrangement was of great concern to the Panel. To enable more focused discussion, the Panel and the Panel on Financial Affairs agreed to appoint a joint subcommittee under the two Panels to study issues relating to the offsetting arrangement. The Joint Subcommittee held four meetings between January and May 2016 to discuss with the Administration. It

also exchanged views with deputations at two of the meetings on various related issues. The Joint Subcommittee concluded its work in May 2016 and drew up a number of recommendations, as detailed in its report to the two Panels (LC Paper No. CB(2)1684/15-16).

Meetings held

47. During the period between October 2015 and June 2016, the Panel held a total of 11 meetings.

Council Business Division 2
Legislative Council Secretariat
4 July 2016

**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 2015-2016 session

Chairman Hon KWOK Wai-keung

Deputy Chairman Dr Hon CHIANG Lai-wan, JP

Members Hon LEE Cheuk-yan
Hon LEUNG Yiu-chung
Hon Tommy CHEUNG Yu-yan, GBS, JP
Hon CHAN Kin-por, BBS, JP
Dr Hon LEUNG Ka-lau
Hon CHEUNG Kwok-che
Hon WONG Kwok-kin, SBS, JP
Hon IP Kwok-him, GBS, JP
Hon LEUNG Kwok-hung
Hon CHAN Yuen-han, SBS, JP
Hon LEUNG Che-cheung, BBS, MH, JP
Dr Hon KWOK Ka-ki
Hon SIN Chung-kai, SBS, JP
Hon POON Siu-ping, BBS, MH
Hon TANG Ka-piu, JP
Hon CHUNG Kwok-pan

(Total : 18 members)

Clerk Miss Betty MA

Legal adviser Miss Joyce CHAN

Date 4 July 2016