



中華人民共和國香港特別行政區政府總部食物及衛生局
Food and Health Bureau, Government Secretariat
The Government of the Hong Kong Special Administrative Region
The People's Republic of China

(Translation)

Your Ref.: CB2/PL/FE

26 January 2018

Clerk to Panel on Food Safety and Environmental Hygiene
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong
(Attn.: Ms Wendy LO)

Dear Ms LO,

**Panel on Food Safety and Environmental Hygiene
Motion passed at the meeting on 11 July 2017**

I refer to your letter dated 17 July 2017, requesting the Government to provide its response to the amended motion passed on 11 July 2017 at the meeting of the Legislative Council Panel on Food Safety and Environmental Hygiene (the Panel) under the agenda item of “Enforcement strategy relating to hawker control”, which reads as follows:

“This Panel is of the view that the Food and Environmental Hygiene Department (FEHD) should prohibit such practices of ‘meeting target quota’ or ‘forcing staff to meet target quota’ within the Department if they do exist; and prohibit the evaluation of staff performance by any ranks of officers on the basis of the numbers of prosecutions instituted, arrests actions taken, penalty tickets issued and properties confiscated.”

Our response to the amended motion is set out below.

The FEHD must stress that it has no such practice of “meeting target quota” or “forcing staff to meet target quota”. Neither has the department ever set any target figures of enforcement actions for frontline staff to meet. Taking the work of hawker control as an example, the relevant operational guidelines clearly state that “The concept that hawker control operations are conducted with a view to scoring high arrest and prosecution figures is not correct as they are not a reliable guide to the success or failure of hawker control operations.” During the Panel meeting held on 11 July 2017, the FEHD already clarified to the Panel members that it did not have any culture of “meeting target quota”.

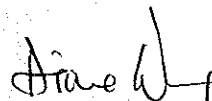
At the above meeting, a Panel member produced a sample of the 2008-2009 appraisal report and a standard score sheet, which were alleged to be provided by frontline staff of the FEHD in support of the allegation of the department’s practice of “meeting target quota”. The FEHD noticed that the said sample and the standard score sheet were not in the standard format for performance appraisal of the Hawker Control Officer grade. In fact, when assessing the performance of an appraisee, the appraising officer should look at the actual achievements and objectively determine the effectiveness of the appraisee in performing the key objectives/responsibilities, including but not limited to the enforcement work. Moreover, by setting up assessment panels (APs) to undertake reviewing, levelling and moderation work among appraisal reports in accordance with established procedures, the FEHD ensures that a consistent set of assessment standards apply to appraisees of the same rank and that the assessments are conducted objectively. It would certainly be impossible for a performance appraisal report to pass the assessment standard set by the APs if the appraising officer concerned should evaluate the appraisee’s performance on the basis of the numbers of prosecutions instituted, arrests actions taken, penalty tickets issued and goods confiscated.

The FEHD encourages its staff to give their best in discharging their duties and their performance will be reflected in performance appraisal reports. In selecting officers for promotion, the FEHD follows the requirements set out in the Civil Service Regulations. Promotion will be made on the basis of character, ability and experience and the promotion exercise will be conducted according to established procedures in a fair and impartial manner.

The FEHD will, through different channels, remind supervisors of various sections/district offices that the department has no such practice of forcing staff to meet target quota in relation to enforcement.

We thank the Panel for its concerns on the above issue. Please feel free to contact the undersigned for further enquiries regarding the above issue.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Diane Wong". The signature is written in a cursive style with a long, sweeping tail that extends downwards.

(Miss WONG Shuk-han, Diane)
for Secretary for Food and Health

c.c. Director of Food and Environmental Hygiene (Fax no. 2530 1368)