

**立法會**  
**Legislative Council**

LC Paper No. CB(2)112/17-18  
(These minutes have been cleared  
with the Chairman)

Ref : CB2/PL/MP

**Panel on Manpower**

**Minutes of meeting**  
**held on Thursday, 12 October 2017, at 9:30 am**  
**in Conference Room 1 of the Legislative Council Complex**

**Members present** : Hon KWOK Wai-keung, JP (Chairman)  
Dr Hon Fernando CHEUNG Chiu-hung (Deputy Chairman)  
Hon LEUNG Yiu-chung  
Hon Jeffrey LAM Kin-fung, GBS, JP  
Hon CHAN Hak-kan, BBS, JP  
Hon CHAN Kin-por, GBS, JP  
Hon WONG Kwok-kin, SBS, JP  
Hon Michael TIEN Puk-sun, BBS, JP  
Hon Frankie YICK Chi-ming, SBS, JP  
Hon YIU Si-wing, BBS  
Hon LEUNG Che-cheung, SBS, MH, JP  
Hon Alice MAK Mei-kuen, BBS, JP  
Dr Hon KWOK Ka-ki  
Hon Martin LIAO Cheung-kong, SBS, JP  
Hon POON Siu-ping, BBS, MH  
Dr Hon CHIANG Lai-wan, JP  
Hon Andrew WAN Siu-kin  
Hon CHU Hoi-dick  
Hon Jimmy NG Wing-ka, JP  
Hon HO Kai-ming  
Hon SHIU Ka-chun  
Hon YUNG Hoi-yan  
Dr Hon Pierre CHAN  
Hon CHAN Chun-ying  
Hon LUK Chung-hung  
Hon LAU Kwok-fan, MH  
Hon Kenneth LAU Ip-keung, BBS, MH, JP  
Hon Jeremy TAM Man-ho

<b>Member absent</b>	: Hon SHIU Ka-fai
<b>Clerk in attendance</b>	: Miss Betty MA Chief Council Secretary (2) 1
<b>Staff in attendance</b>	: Miss Flora TAI Assistant Secretary General 2
	Ms Rita LAI Senior Council Secretary (2) 1
	Mr Raymond LAM Senior Council Secretary (2) 7
	Ms Gloria TSANG Council Secretary (2) 1
	Ms Kiwi NG Legislative Assistant (2) 1
	Miss Lulu YEUNG Clerical Assistant (2) 1

---

Action

**I. Election of Chairman and Deputy Chairman**  
(Appendices III and IV to LC Paper No. CB(2)8/17-18)

Election of Chairman

Mr LEUNG Yiu-chung, the incumbent Chairman of the Panel, presided over the election. Mr LEUNG called for nominations for the chairmanship of the Panel for the 2017-2018 session. Mr KWOK Wai-keung was nominated by Ms Alice MAK and the nomination was seconded by Mr HO Kai-ming. Mr KWOK Wai-keung accepted the nomination. Mr LEUNG called for other nominations.

2. As there was no other nomination, Mr LEUNG Yiu-chung declared Mr KWOK Wai-keung elected as Chairman of the Panel for the 2017-2018 session. Mr KWOK then took the chair.

Action

Election of Deputy Chairman

3. The Chairman called for nominations for the deputy chairmanship of the Panel. Dr Fernando CHEUNG was nominated by Mr SHIU Ka-chun and the nomination was seconded by Dr KWOK Ka-ki. Dr Fernando CHEUNG accepted the nomination. The Chairman called for other nominations.

4. As there was no other nomination, the Chairman declared Dr Fernando CHEUNG elected as Deputy Chairman of the Panel for the 2017-2018 session.

**II. Schedule of meetings for the 2017-2018 session**

5. Members agreed that future regular meetings of the Panel would be held on the third Tuesday of each month at 4:30 pm. As the third Tuesday of February 2018 was the day immediately after the Chinese New Year holidays and that of April 2018 would clash with the special meetings of the Finance Committee, members agreed that the regular meetings in February and April 2018 would be re-scheduled for 10:45 am on 26 February 2018 and 27 April 2018 respectively. Members noted that a schedule of meetings for the 2017-2018 session would be issued to members after the meeting.

*(Post-meeting note: The meeting schedule was issued to members vide LC Paper No. CB(2)39/17-18 on 13 October 2017.)*

**III. Items for discussion at the next meeting**

(Appendices V and VI to LC Paper No. CB(2)8/17-18)

Policy briefings at the meeting on 17 October 2017

6. The Chairman advised that the Panel would hold the next regular meeting on 17 October 2017 at 4:30 pm to receive briefings by the Secretary for Labour and Welfare ("SLW") and the Secretary for Education respectively on the Chief Executive("CE")'s 2017 Policy Address in respect of the policy initiatives on manpower.

Action

Items proposed for discussion at future meetings

*Manpower shortage for elderly care services*

7. Having regard to the severe manpower shortage for elderly care services, Mr Michael TIEN, Dr Fernando CHEUNG, Dr CHIANG Lai-wan and Mr SHIU Ka-chun expressed concerns about the Administration's proposal to consider the possibility of allowing subsidized units of elderly and rehabilitation services greater flexibility in importing care workers as stated in the CE's 2017 Policy Address. These members considered that the subject should be followed up by the Panel. Dr CHEUNG added that the Panel should receive public views on the subject. Mr SHIU also proposed to discuss the effectiveness of the Youth Career Navigation Scheme in Elderly Services pilot scheme launched by the Social Welfare Department. Mr TIEN said that to his understanding, the elderly care sector called for a relaxation of the manpower ratio from one imported care workers to three full-time local care workers in private residential care homes for the elderly ("RCHE") to 1:2. Mr TIEN and Dr CHIANG held the view that the Administration should conduct a review on the manpower ratio under the Supplementary Labour Scheme in the light of the manpower demand for imported workers in the RCHE sector. The Chairman said that while enhancing the elderly care services, consideration should be given to according employment priority to local workers and improving their working conditions and remuneration package.

*Standard working hours*

8. Dr KWOK Ka-ki suggested that the Panel should follow up with the new term Government on the subject of standard working hours.

*Alignment of statutory holidays with general holidays*

9. Mr HO Kai-ming suggested that the Panel should follow up on the alignment of statutory holidays with general holidays as soon as practicable.

*Unleashing labour force*

10. Mr HO Kai-ming suggested that the Panel should follow up the subject of unleashing labour force. Mr SHIU Ka-chun suggested that the Panel should discuss the specific measures to be taken by the

Action

Administration to unleash female working potential as stated in the CE's 2017 Policy Address.

*Review on the level of penalty under the occupational safety and health legislation*

11. Mr HO Kai-ming suggested that the Panel should discuss the subject of review on the level of penalty under the occupational safety and health legislation.

*Review of the implementation of statutory paternity leave*

12. Mr HO Kai-ming suggested that the Administration should be requested to revert to the Panel on the findings of the review of the implementation of statutory paternity leave as soon as practicable.

*Manpower requirement projection*

13. Mr HO Kai-ming suggested that the Panel should follow up the subject of manpower requirement projection in the 2017-2018 session. Dr CHIANG Lai-wan suggested that the Panel should also discuss the need for importation of labour for specific trades and industries, such as bus and coach drivers, in the context of manpower requirement projection. Mr HO and the Chairman held the view that consideration should be given to improving the working conditions of specific trades and industries so as to address the problem of manpower shortage.

*Review of the Work Incentive Transport Subsidy Scheme*

14. Mr Michael TIEN considered it imperative to provide the necessary financial support for work-related travelling expenses so as to encourage low-income earners to work across districts. He proposed that the Panel should discuss the implementation of the Work Incentive Transport Subsidy Scheme, in particular the modes of subsidy.

*Employment of foreign domestic helpers*

15. Expressing concern about the problem of job-hopping of foreign domestic helpers ("FDHs") and protection of employers' rights in this regard, Mr Michael TIEN proposed that the subject on employment of FDHs, including the introduction of a probation period for newly-recruited FDHs and charging of employment agency fees, should be discussed by the Panel.

Action

16. Concluding the discussion, the Chairman said that he would relay members' concerns and suggestions to the Administration during the forthcoming meeting of the Panel Chairman and Deputy Chairman with SLW to discuss the work plan of the Panel for the 2017-2018 session.

17. There being no other business, the meeting ended at 9:52 am.

Council Business Division 2  
Legislative Council Secretariat  
20 October 2017