

立法會 *Legislative Council*

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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 2017-2018 session of the Legislative Council ("LegCo"). It will be tabled at the Council meeting of 11 July 2018 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 20 members in the 2017-2018 session. Hon KWOK Wai-keung and Dr Hon Fernando CHEUNG Chiu-hung were elected Chairman and Deputy Chairman of the Panel respectively. The membership list of the Panel is in **Appendix II**.

Major Work

Protection of employees' statutory rights and benefits

Provision of statutory paternity leave

4. The Administration undertook to review the implementation of statutory paternity leave ("PL") one year after its coming into operation in February 2015. In December 2017, the Administration reported to the Panel on the outcome of the review and the related legislative proposal. Members generally supported

the proposal to increase statutory PL from three to five days. Some members, however, called on the Administration to seriously consider extending the duration of PL to seven days to further promote family-friendly employment practice. The Administration advised that the proposed increase of the number of PL days from three to five was appropriate, which was a gradual improvement and could strike a reasonable balance between the interests of employers and employees.

5. Some members expressed disappointment at the Administration's decision of proposing no change to the PL pay, which was currently pitched at the rate of four-fifths of the employee's average daily wages as in the case of maternity leave and sick leave pay. These members also expressed concern about the disparity between the rate of PL pay for employees in the private sector and the civil service as government employees had already been granted five-day full pay PL. The Administration stressed that the legislation only set out a statutory threshold. It would continue to encourage employers to offer their employees benefits more favourable than the statutory requirements having regard to their own business operation and affordability.

6. The Employment (Amendment) Bill 2018, which seeks to increase the duration of PL to five days, was introduced into LegCo on 20 June 2018, and is under the scrutiny by a Bills Committee.

Implementation of the statutory minimum wage rate

7. The Panel continued to follow up with the Administration the implementation of the statutory minimum wage ("SMW") regime, which was an issue of major concern to the Panel. Members noted that the overall state of employers' compliance with the Minimum Wage Ordinance (Cap. 608) ("MWO") had been satisfactory. Some members, however, considered that the compliance of MWO by employers reflected that the SMW rate was too low and thus almost all low-paid employees had been earning slightly above the SMW rate. These members pointed out that as revealed from the findings in the 2017 Report on the Annual Earnings and Hours Survey ("AEHS"), only 1% of the local labour force was receiving SMW rate in 2017. As such, these members urged the Administration to critically examine the effectiveness of the SMW regime in protecting low-paid employees against low wages. Some members also strongly called on the Administration to review the SMW rate on an annual basis such that the wage level of grassroots workers could catch up with inflation and enable them to meet their living expenses.

8. The Administration advised that consequent upon the implementation of SMW, most low-paid employees got a pay rise above the SMW rate, and hence the number of employees earning just the SMW rate had reduced. In response to members' concern about the review cycle of the SMW rate, the

Administration explained that as stipulated in MWO, the SMW rate should be reviewed at least once in every two years, without precluding more frequent review than a biennial review if it was considered appropriate and necessary. According to the Administration, in reviewing the SMW rate, the Minimum Wage Commission ("MWC") would give regard to the need of maintaining an appropriate balance between the objectives of forestalling excessively low wages and minimizing the loss of low-paid jobs and the need to sustain Hong Kong's economic growth and competitiveness. In addition to the wage distribution data from AEHS, MWC would consider an array of indicators covering latest information on the socio-economic and labour market conditions as well as price forecasts in making recommendation on the revised SMW rate. Nevertheless, the Panel passed a motion at the meeting on 15 May 2018 urging the Administration to, among others, review the SMW rate on an annual basis and raise the SMW rate with reference to actual living expenses of employees.

Enforcement of labour legislation

9. The Panel also discussed the enforcement actions taken by the Labour Department ("LD") to protect the statutory rights and benefits of employees under relevant labour legislation. Members generally considered that the Administration should optimize the manpower resources for conducting more frequent workplace inspections to detect breaches of various labour legislation so as to better protect the statutory rights and benefits of employees. Members also appealed to the Administration to conduct in-depth inspections with a view to identifying potential hazards at workplace and drawing up appropriate preventive measures. The Administration advised that workplace inspections covered establishments of various trades and industries as well as different size in Hong Kong. LD would assess from time to time the manpower requirements of workplace inspections and seek additional manpower resources under the existing mechanism if necessary. If suspected breaches of the Employment Ordinance (Cap. 57) were detected, LD would take vigorous enforcement action against the employers. Where default cases were suspected to have been committed wilfully and without reasonable excuse, LD would follow up, investigate and collect sufficient evidence with a view to prosecution.

Protection for employees of government service contractors

10. The Panel was updated on the work progress of the inter-bureaux/departmental working group, which was set up by the Secretary for Labour and Welfare, to explore ways to improve the government outsourcing system and strengthen the employment rights and benefits as well as protection of non-skilled employees engaged by government service contractors ("GSCs"). Members were advised that the scope of the review of the working group included, among others, the assessment criteria in tendering

so as to provide more reasonable employment terms and conditions to non-skilled employees of GSCs while at the same time improving the requirements of service quality.

11. Most members expressed grave concern that many outsourced contract workers were remunerated just at the SMW rate, and were denied pay rise and fringe benefits. They took the view that the Administration should revise the marking schemes for tender evaluation of outsourced service contracts by assigning a higher weighting for quality factor relating to employees' benefits. The Administration explained that it did not assess tenders of outsourced service contracts primarily based on the "lowest bid wins" principle. There was no pre-set ceiling on the weightings of the assessment criteria and procuring departments might propose the relevant weightings based on their actual operational requirements for consideration by relevant tender committees.

12. On members' concern about the monitoring measures against GSCs, the Administration advised that demerit points would be awarded to GSCs for non-compliance of relevant items under the service contracts. These included failing to sign standard employment contract ("SEC") with its employees, or failing to observe the contractual obligations in respect of wages, working hours and auto-payment of wages. The relevant bureaux and departments were conducting a review of the demerit points system. In addition, if a GSC was convicted of an offence relating to employment rights and benefits, its tender offers would not be considered by the Administration for a period of five years from the date of conviction, regardless of whether the conviction was related to GSCs.

13. Most members called on the working group to seriously review the policy of outsourcing of government services and tender evaluation mechanism of outsourced service contracts. The Panel passed four motions urging the Administration to, inter alia, review the tender assessment mechanism, review the content of SEC to enhance the employment benefits of outsourced contract employees, and increase the deterrence of the demerit points system. The Administration responded that the working group would study tender assessment criteria, content of SEC and duration of government service contracts in order to strengthen the protection of the labour rights and benefits of the eligible employees. The working group targeted to complete the review in the third quarter of 2018, and members would be updated on the review findings in due course.

Proposal to abolish the offsetting arrangement

14. Members expressed general support for the Administration's proposal to create a Chief Labour Officer post in LD to assist in various duties in relation to the abolition of the offsetting arrangement under the Mandatory Provident

("MPF") System, In the course of discussion, some members expressed concern about the timeline for the Administration to put forth a finalized option for the abolition of the offsetting arrangement. According to the Administration, one of the priority tasks of the current-term Government was to abolish the MPF offsetting arrangement. The Government had made it clear to all the stakeholders that it was fully committed to abolishing the offsetting arrangement. To address employers' concern over their difficulties in meeting their potential severance payment ("SP") or long service payment ("LSP") obligations as they came due, including during economic downturn, the Administration was considering the option of developing a mechanism to assist the employers to set up designated saving accounts to meet their statutory SP/LSP obligations towards their employees.

15. In May 2018, the Administration briefed the Panel on its preliminary idea on abolishing the offsetting arrangement under the MPF System. Members noted that the Administration proposed that, among others, employers each should set up a designated saving account and contribute 1% of their employees' monthly income to the account until reaching 15% of the employees' annual income for payment of SP/LSP, and the Government would provide a two-tier subsidy up to 12 years to help share employers' expenses on SP/LSP within the 12-year transitional period.

16. Some members expressed grave concern that the proposed subsidy was insufficient for employers, in particular the micro- and small-sized enterprises to discharge their full SP/LSP liabilities, and many employers would still need to make top-up payment for paying SP/LSP after netting the accrued benefits of their MPF contribution and the Government subsidy. These members held a strong view that it was unfair to hold employers responsible for providing retirement protection for the employees, which was the responsibility of the Government. They considered that the Administration should instead set up a fund to help employers meet the long-term commitment for extra expenses on SP and LSP when the need arose after the abolition of the offsetting arrangement. These members asked whether the Administration would refine its proposal having regard to the strong views of the business sector on the proposed subsidy period and amount. The Administration advised that concerns of micro- and small-sized enterprises about the special subsidy arrangement were well noted. It was exchanging views with major stakeholders including the business and labour sectors, with a view to developing a more practical and acceptable proposal in taking the matter forward.

17. Some other members expressed support for the Administration's proposal. These members were pleased to note that the Administration had taken into account the strong objection of the labour sector to the last-term Government's proposal of adjusting downwards the SP/LSP rate to half of the employee's

wages and proposed to maintain the calculation of the SP/LSP entitlement at two-thirds of an employee's monthly wages. They strongly called on the Administration to take forward the proposal and expedite the relevant legislative process. The Administration advised that it was committed to completing the entire exercise, including the legislative proposal, as soon as practicable. It was hoped that if the necessary legislative procedures for abolition of the offsetting arrangement could be completed before expiry of the Sixth LegCo by July 2020, the implementation details of a new "no-offsetting" regime, including the possible Government subsidy scheme and the relevant procedures and rules, would then be rolled out by 2022.

Working hours policy

18. The subject of working hours policy was another major concern to the Panel. When the Panel was briefed on the major findings in the 2017 AEHS Report, some members noted with concern that the median weekly working hours of all employees and full-time employees exceeded 44 hours. These members considered that the long working hours situation in Hong Kong could only be addressed by legislating for standard working hours ("SWH"). The Panel passed a motion urging the Administration to expedite enacting legislation on SWH.

19. In June 2018, the Panel was briefed on the Administration's way forward of the working hours policy. Most members expressed disappointment at the Administration's decision of not to pursue the two legislative proposals on contractual working hours and mandatory overtime compensation, as recommended by the Standard Working Hours Committee, but to formulate 11 sector-specific working hours guidelines for employers' reference only. These members cast doubt about the effectiveness of the non-binding sector-specific working hours guidelines in addressing the labour sector's concerns over working hours and overtime compensation arrangements. These members maintained that legislation for SWH was the only way to resolve the problems of long working hours and uncompensated overtime work faced by employees.

20. Some other members, however, considered that the proposed sector-specific working hours guidelines was a practical first step to take forward the working hours policy in Hong Kong. These members stressed that they opposed an across-the-board working hours regulation or SWH legislation, which in their view, would undermine the flexibility of operation and increase the manpower cost of enterprises, particularly the small-to-medium ones.

21. According to the Administration, in the absence of broad-based support for SWH legislation, it decided to focus efforts on formulating the 11 sector-specific working hours guidelines for the time being. LD had kick-started the engagement of relevant industry-based tripartite committees to

discuss the formulation of sector-specific working hours guidelines. The Administration would also commission a consultancy firm to conduct a new round of household survey on working hours situation in the first half of 2019 so as to gauge the working hours situation for future assessments of the effectiveness of the sector-specific working hours guidelines before the latter's full assessment by mid-2020. Members were assured that the Administration would assess the effectiveness of the 11 sector-specific working hours guidelines and further explore feasible ways for improving the working hours policy three years after the release of all the guidelines.

Employment support services

22. The Panel followed up with the Administration on the latest employment support services for job seekers with employment difficulties, in particular ethnic minorities ("EMs"), persons with disabilities, elderly persons and young people. Noting that only 151 job offers to EM job seekers were recorded by LD in 2017, members were concerned about the specific employment support services for EM job seekers, having regard to the unique difficulties encountered by these job seekers due to the language barrier and cultural difference. Members called on the Administration to provide dedicated employment support for EMs. According to the Administration, in applying for job vacancies advertised through LD, job seekers did not need to register with LD or report their application results to LD. Therefore, LD was unable to capture the placement figures in full for all registered EM job seekers. Members were also advised that in addition to LD's general employment services and facilities, special counters and resource corners were set up in all the LD's job centres to provide personalized job referral service and employment information for EM job seekers. Specifically, employment assistants who were conversant with EM languages and cultures had partnered with experienced employment officers in providing personalized employment services for EM job seekers, such as identifying suitable vacancies in the job market for EM job seekers. These employment assistants also helped LD proactively reach out to EMs with employment needs and encourage them to make use of LD's employment services.

23. Some members took the view 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 for mature job seekers and encourage employers to provide more part-time posts to mature job seekers.

24. Members also expressed concern that employment of about 40% of job seekers with disabilities under the Work Orientation and Placement Scheme ("WOPS") had been terminated in the first three months of employment. Members called on the Administration to conduct a review of the effectiveness

of WOPS, to study the reason for the low retention rate and follow up with the employment status of the WOPS participants. The Administration advised that to encourage employers to offer employment opportunities to job seekers with disabilities and to assist these job seekers to settle in their new jobs, WOPS would be enhanced by extending its work adaptation period from two months to three months, during which employers would be granted an allowance of up to \$5,500 per month.

Occupational safety performance

25. In the light of members' concern about occupational safety of employees at workplace, the Administration made periodic reports to the Panel on Hong Kong's overall occupational safety performance. Noting that the construction industry recorded the highest number of fatalities and accident rate among all industries, members were concerned about the effectiveness of preventive and enforcement measures adopted by the Administration in ensuring the occupational safety of construction workers.

26. The Administration advised that apart from deploying additional manpower resources for stepping up inspection and enforcement targeting the construction industry, LD would continue to adopt a risk-based approach in devising measures to enhance the overall occupational safety of the construction industry to ensure that manpower was strategically deployed to higher-risk areas. Specifically, LD would participate in the Site Safety Management Committees of public works projects to urge contractors and the relevant duty holders to conduct risk assessments early in respect of hazardous work processes, devise safe working methods and take adequate safety measures. LD would also enhance the promotion of the current complaint channel to encourage construction workers to lodge complaints against unsafe working environment, thus enabling LD to conduct more targeted inspections in a timely manner.

27. Most members considered that the existing penalty for breaching the occupational safety and health ("OSH") legislation was too low to achieve the deterrent effect. These members called on the Administration to expedite its legislative work to bring in higher penalty for breaching the OSH legislation. Acknowledging that the current penalties for duty holders contravening OSH legislation were too low to reflect the seriousness of the offences and the consequences of the accidents, the Administration advised that it was reviewing the penalty levels of the OSH legislation so that the court could hand down penalties at a level commensurate with the seriousness of the offences. In the meantime, it would continue to file reviews or appeals to the court in respect of the conviction and penalty when necessary. While unable to commit to a concrete legislative timetable, the Administration aimed to complete the review as soon as possible and would consult the Panel in due course. The Panel would further discuss the subject matter at the meeting to be held in July 2018.

Occupational disease and occupational health situation

28. When the Panel was updated on the latest occupational disease and occupational health situation, members were particularly concerned that there was a noticeable increase in the number of new cases of lower limb illnesses seeking clinical consultations at the two occupational health clinics ("OHCs"). Members urged the Administration to enhance the awareness of employers and employees on the occupational health of employees whose work involved prolonged standing.

29. In response to members' repeated call for further safeguarding employees against the health risks of standing at work, the Administration advised that LD was preparing a set of new guidelines, which would emphasize that employers had to, so far as reasonably practicable, provide suitable work chairs or chairs for occasional resting at the working locations to those employees who stood at work. It was expected that the final draft of the new guidelines would be made available by mid-2018. In the meantime, in light of the fact that the work nature of many employees in the retail and catering industries involved prolonged standing, LD augmented the promotion strategy at the end of 2016 to include meeting with the management of major chain corporations of these two industries to discuss with them how to reduce health risks of employees whose work involved prolonged standing. These included providing chairs for employees at their work locations if so permitted such that employees could take a brief rest during work. Members were advised that corporations contacted had responded positively, and taken appropriate measures to strengthen the protection of employees against the health risks of prolonged standing.

30. Some members expressed concern that sudden death of employees caused by overexertion at work was not covered in the list of compensable occupational diseases. These members were concerned whether the Administration would consider amending the relevant legislation to this effect. The Administration advised that the causes of sudden death not caused by work accidents in the course of employment were complex, and might involve a multitude of factors including personal health condition, work nature and environment, etc. In this connection, LD had commissioned the Occupational Safety and Health Council to conduct a study on employees' sudden death at work in the first quarter of 2018, in the hope of understanding the relationship between work situations and the death cases. The study would last till the third quarter of 2020. The Administration would make available the study results in due course and consider the way forward.

Rehabilitation services for injured employees

31. In the course of discussing issues relating to the occupational diseases

and occupational health performance in Hong Kong, some members held the view that provision of rehabilitation services for employees sustained injuries at work would facilitate their early recovery and return to work. The Panel held another meeting to receive deputations' views on the matter.

32. Members shared the deputations' views that the existing provisions under the Employees' Compensation Ordinance (Cap. 282) did not cater for the provision of rehabilitation services for occupational injury cases. Members generally considered that through early referrals and rehabilitation interventions, employees with work-related injuries would take shorter periods of sick leave before they returned to work. However, given the long waiting time for receiving rehabilitation treatment at public hospitals and clinics, many employees injured at work had missed the golden period for recovery. Coupled with the lengthy and cumbersome procedures for making compensation claims and undergoing various medical assessments as arranged by the insurers, many injured employees were unable to receive compensation and faced immense financial pressure while they were on sick leave. Members also expressed concern that although the injured employees could join the Voluntary Rehabilitation Programme to receive free rehabilitation services in the private sector, the Programme was implemented by the insurance industry and the rehabilitation services were arranged through the insurers' arrangement. As such, injured employees would sometimes be assessed to be fit for work even though they were not yet fully recovered. To this end, the Panel passed a motion requesting the Government to study the proposals of establishing an independent mechanism for implementing an occupational rehabilitation programme and enacting legislation on the framework for occupational rehabilitation, so as to enable injured employees to receive timely medical and rehabilitation services for speedy recovery and early return to work.

33. The Administration recognized the importance of rehabilitation services for the recovery and early return to work of injured employees. Acknowledging that there was room for improvement to the existing rehabilitation services for injured employees, it would critically review various options for improvement. While it was unable to provide a concrete timetable for the review, the Administration pledged to pay close attention to different modes of referrals and rehabilitation services for occupational injury cases, and maintain close liaison with relevant stakeholders, including the Hospital Authority, the insurance industry and relevant professional organizations.

Continuing Education Fund

34. The Panel discussed the Administration's proposed enhancement measures to improve the operation of Continuing Education Fund ("CEF") as well as the proposed funding injection into CEF at two meetings.

35. Members welcomed the enhancement measures which included the relaxation of the upper age limit for applicants from 65 to 70, the expansion of the scope of CEF courses to all eligible courses registered in the Qualifications Register ("QR"), lifting restrictions on the validity period of four years and a maximum number of four claims, and enhancement of the quality assurance monitoring of CEF courses. They also expressed general support for the proposed funding injection of \$1.5 billion into CEF to meet the payment of subsidy. Members, however, were disappointed at the Administration's proposal not to revise the subsidy ceiling of \$10,000 which had remained unchanged since the inception of CEF in 2002. They considered that the subsidy ceiling should be increased so as to further encourage people to pursue continuing learning and better equip themselves amid the rapidly changing vocational, technological and socio-economic developments. Some members also called on the Administration to consider including fees for taking tests and examinations related to vocational skills under the subsidy scope of CEF and lifting the age limit for applying CEF. The Panel passed two motions urging the Administration to, among others, consider increasing the subsidy ceiling of CEF to \$20,000 and \$40,000 respectively.

36. In light of the Panel's view to raise the CEF subsidy ceiling, the Administration subsequently consulted the Panel again in March 2018 on the proposed further enhancement measures of CEF and an additional funding injection of \$8.5 billion into CEF. Members welcomed the Administration's proposal to increase the CEF subsidy ceiling from the current level of \$10,000 to \$20,000 per applicant and re-activate all closed accounts so that the accounts holders could make use of the unused balance under the original subsidy of \$10,000 and benefit from the additional subsidy of \$10,000. Members also expressed support for the proposed additional funding injection into CEF. To further encourage more people to pursue self-enhancement, the Panel passed two motions respectively urging the Administration to seriously consider further expanding the subsidy scope of CEF to include fees for taking tests and examinations related to vocational skills as well as lifting the age limit for applying CEF.

37. The Administration responded that the objective of CEF was to encourage people to pursue continuing education by providing them with subsidies for continuing education and training, with a view to facilitating Hong Kong's transition to a knowledge-based economy and adaptation to an increasingly globalized economy. For elderly persons who aspired to further study, apart from attending courses under CEF, they could make use of various interest classes and learning courses provided by some 200 District Elderly Community Centres and Neighbourhood Elderly Centres that were either free or charged at a nominal fee. The Administration further advised that most of the preparation courses for professional qualification examinations could apply for registration as CEF courses. In the current absence of objective and unified

standards for certifications, as well as the absence of linkage of various trade tests and professional qualification examinations with any training courses of the industry concerned, which might not match the policy objective of CEF to encourage continuing education, the Administration would maintain the existing arrangement and the proposed enhancement measures.

Manpower planning

Proposed establishment of a Human Resources Planning and Poverty Co-ordination Unit

38. The Panel was consulted on the proposal to create supernumerary posts of one Administrative Officer Staff Grade B and one Administrative Office Staff Grade C as Head and Deputy Head of a Human Resources Planning and Poverty Coordination Unit ("HRPPCU") under the Chief Secretary for Administration ("CS")'s Private Office. Most members welcomed the establishment of HRPPCU to provide support on coordination work in human resources planning, population policy and poverty alleviation. These members called on the new HRPPCU to make projection for manpower requirement and supply in specific trades and industries so as to facilitate more effective policy formulation and the making of informed decisions on the career, training and education by workers and students, as well as the planning and provision of education and training courses by training institutes and organizations to meet the evolving development and human resources needs.

39. Members were advised that the Administration attached great importance to human resources planning. The proposed HRPPCU would support the new Commission for the Planning of Human Resources ("CPHR"), which was a high-level committee tasked to review and examine the human resources planning issues from a macro and holistic perspective, and to collate researches and studies to gather more labour force data and information covering various sectors and organizations from both within and outside the government. CPHR would also advise the Government on manpower issues, including vocational training, training and retraining, manpower projection, etc.

40. Members noted that the proposed HRPPCU would also support CS and the Commission on Poverty and monitor the effectiveness of the announced initiatives in improving the living of the elderly in need. Some members welcomed and expressed support for the Administration's commitment to taking forward ongoing measures relating to poverty alleviation. Some other members, however, opined that they would not support the staffing proposal if the Administration reserved its stance on implementing a non-means-tested universal retirement protection scheme. After taking a vote, majority of members of the Panel supported the submission of the staffing proposal to the Establishment Subcommittee for consideration.

Draft talent list

41. It was announced in the 2015 Policy Address that the Government would study the feasibility of drawing up a talent list with a view to attracting quality people in a more effective and focused manner to support Hong Kong's development into a high value-added and diversified economy. In June 2018, the Panel was briefed on the progress in drawing up a draft talent list.

42. Members in general raised no objection to the proposed inclusion of 11 specific industry segments and occupations ("ISO") in the draft talent list. Most members, however, expressed concern about the assessment criteria for selection of the 11 ISO and the application of the talent list. They took the view that the Administration should ensure that the drawing up of the talent list would not deprive local talents of their employment opportunities and career advancement. More importantly, the Administration should commit to training up local talents for the industries concerned in the long run.

43. According to the Administration, for consideration of inclusion into the draft talent list, ISO had to meet three assessment criteria, viz. high skill, shortage of local manpower in current to medium term and alternatives to recruiting foreign talents under various admission schemes were not feasible. Members were advised that each selected ISO should cover only high quality or professionals that would support the development of Hong Kong as a high value-added and diversified economy. The drawing up of the talent list would highlight to the world talents which specific ISO was needed most for Hong Kong's future economic development and would help attract them to come to Hong Kong. The talent list would also provide useful reference for the Administration, training institutions and professional bodies in various aspects of manpower planning. The Administration stressed that the finalized talent list would be implemented through the Immigration Department's Quality Migrant Admission Scheme, with the existing quotas under the Scheme remained unchanged.

Meetings held

44. During the period between October 2017 and June 2018, the Panel held a total of 10 meetings. A meeting has been scheduled for July 2018 to discuss Hong Kong's occupational safety performance in 2017, raising penalties of occupational safety and health legislation as well as measures for protecting employment rights of imported workers under the Supplementary Labour Scheme.

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.

Panel on Manpower

Membership list for the 2017-2018 session*

Chairman	Hon KWOK Wai-keung, JP
Deputy Chairman	Dr Hon Fernando CHEUNG Chiu-hung
Members	Hon LEUNG Yiu-chung 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 Dr Hon KWOK Ka-ki Hon POON Siu-ping, BBS, MH Dr Hon CHIANG Lai-wan, SBS, JP Hon Andrew WAN Siu-kin Hon CHU Hoi-dick Hon Jimmy NG Wing-ka, JP Hon HO Kai-ming Hon SHIU Ka-fai Hon SHIU Ka-chun Dr Hon Pierre CHAN Hon LUK Chung-hung, JP Hon Jeremy TAM Man-ho Hon Vincent CHENG Wing-shun, MH (Total : 20 members)
Clerk	Miss Betty MA
Legal adviser	Mr Alvin CHUI
Date	3 July 2018

* Changes in membership are shown in Annex.

Panel on Manpower

Changes in membership

Member	Relevant date
Hon CHAN Kin-por, GBS, JP	Up to 23 October 2017
Hon LEUNG Che-cheung, SBS, MH, JP	Up to 23 October 2017
Hon Alice MAK Mei-kuen, BBS, JP	Up to 23 October 2017
Hon YUNG Hoi-yan	Up to 23 October 2017
Hon CHAN Chun-ying, JP	Up to 23 October 2017
Hon LAU Kwok-fan, MH	Up to 23 October 2017
Hon Kenneth LAU Ip-keung, BBS, MH, JP	Up to 23 October 2017
Hon Martin LIAO Cheung-kong, SBS, JP	Up to 25 October 2017
Hon Jeffrey LAM Kin-fung, GBS, JP	Up to 5 November 2017
Hon CHAN Hak-kan, BBS, JP	Up to 16 November 2017
Hon Vincent CHENG Wing-shun, MH	Since 23 March 2018