



Labour Department (Headquarters)

勞工處（總處）

Your reference 來函編號 : CB2/PL/MP
Our reference 本處檔案編號 : LD/WHP/1-55/3/1(C) Part VI
Tel. number 電話號碼 : 2852 3633
Fax number 傳真機號碼 : 3101 1018

28 December 2018

Miss Betty Ma
Clerk to Panel on Manpower
Legislative Council
Legislative Council Complex
1 Legislative Council Road
Central
Hong Kong

Dear Miss Ma,

Matters Concerning Working Hours of Non-franchised Bus Drivers

Thank you for your respective letters of 4 and 6 December 2018 to the Secretary for Labour and Welfare, enclosing the letters of members of the Panel on Manpower, namely Dr Hon Kwok Ka-ki and Hon Jeremy Tam Man-ho, as well as Dr Hon Chiang Lai-wan and Hon Vincent Cheng Wing-shun, in respect of their views on the working hours arrangements for non-franchised bus drivers. I am authorised to issue a consolidated reply as follows.

The Labour Department (LD) attaches great importance to the working hours and occupational safety and health of professional drivers, and has been proactively encouraging and motivating employers (including the operating companies of various transport means) to adopt employee-oriented and good human resource management practices, and to offer employment terms that are commensurate with the prevailing market level.

Similar to other industries, the operating mode and working arrangements of employees in the transport industry (including professional drivers) vary. It is therefore a more pragmatic approach for

individual organisations to work out suitable working hours and rest break arrangements through consultation with employees. In this regard, LD issued the "Guide on Rest Breaks" in 2003, drawing the attention of employers and employees of all industries (including the transport industry) to the importance of rest breaks. LD encourages employers to work out through consultation rest break arrangements suitable for their employees while meeting their operational needs. In addition, LD has been working to raise professional drivers' awareness on occupational safety and health through publicity and education, including organising health talks to remind employers and professional drivers of the importance of adequate sleep and to advise them on how to ensure sleep quality.

Regarding the serious traffic accident involving a coach at Tsing Yi on 30 November 2018, the Transport Department held a special meeting with public bus operators after the accident to discuss ways to enhance operational safety of non-franchised buses, including drawing up guidelines on working hours and rest time for non-franchised bus drivers.

The joint letter from Dr Hon Kwok Ka-ki and Hon Jeremy Tam Man-ho mentioned the study on occupational safety and health of professional drivers done by the Occupational Safety and Health Council in 2010. As far as we understand, among the 19 and 17 non-franchised bus drivers who answered the respective questions on working hours and sleeping hours in the questionnaire survey, 14 indicated that their daily average working hours were 12 hours or less, and 9 indicated that their daily average sleeping hours were between 5 and 6 hours. The study did not further enquire the relationship between the drivers' working hours and sleeping hours.

Yours sincerely,



(Miss Cheung Hoi-shan)
for Commissioner for Labour

c.c. Secretary for Labour and Welfare (Attn: Mr Dominic Chow)
Secretary for Transport and Housing (Attn: Mr Dominic Ho)