

地鐵公司的信頭  
Letterhead of MTR Corporation

**LegCo Bills Committee on Mass Transit Railway Bill**

**MTR Corporation Staff Consultative Council's views on the public listing plan**

**Background**

1. The Staff Consultative Council (hereinafter referred to as the Council) is the official consultative body established by the MTR Corporation (hereinafter referred to as the Corporation) comprising Management representatives and staff representatives. All the staff representatives in the Council are elected by the general staff they represent.
2. Over the years, the Council has been communicating with the Management of the Corporation on mutual concerns, so that the Management will have a better understanding of the needs of staff on changes that potentially may affecting them, and the staff will have a better knowledge of the Corporation's policies, aims, reasons behind and reflecting their views.
3. The Council has consulted with staff on the Corporation's public listing plan so as to reflect their views to the Management of the Corporation.

**Response from staff**

4. Since the Financial Secretary announced in early March that the Government intends to list shares of the Corporation on the Stock Exchange, staff are divided on the issue. Some staff supports the plan while others have expressed reservations.
5. Since the announcement, the Corporation has briefed and updated the staff on the progress and benefits of the public listing for the Corporation and for staff through different channels. The staff who support the public listing believe and wish that these benefits will be realised once the Corporation is listed.
6. For staff who expressed reservations over the public listing, some of them believe that under the current economic climate, it may not be the appropriate timing for the public listing. Others are concerned that whether the Corporate can seek a satisfactory balance between the interests of our passengers, our investors, and in particular our staff.

**Concerns of staff**

7. Staff are concerned whether their employment terms will be changed, say, from permanent terms to contract terms.
8. Staff are concerned that their salaries and staff benefits may be worse off.
9. The Corporation may need to further reduce manpower thus jeopardising the job security of staff.

10. Currently, the Government is the sole shareholder of the Corporation. Given that the public investors will join as new shareholders of the Corporation after the listing, there will be constraints and interference when policies are formulated.
11. The Corporation will operate in a more commercial way after it is listed, some of its revenue earning departments may be separately listed thus resulting in vicious competition among departments.
12. If excessive regulatory constraints are imposed on the Corporation, the Corporation will not be able to continue its successful operations, its competitiveness in the market will be undermined.

### **Aspirations of staff**

13. Staff wish that the Corporation can continue to operate under the well proven and successful arrangements, including the fare autonomy, so that staff will maintain confidence in the future of the Corporation.
14. Staff wish that the progress of the public listing can be more transparent, and that they can be involved in the formulation of performance pledges to achieve a more effective and efficient use of resources.
15. Staff wish that they can subscribe the shares of the Corporation.

### **Summary**

16. As long as the Corporation can assure that staff benefits will not be affected after it is listed and the concerns of staff will be duly addressed, staff look forward to the public listing of the Corporation.

All SCC Councillors  
Staff Consultative Council, MTR Corporation  
3 December 1999