

Your Ref : CB1/BC/1/99
Our Ref : MTR/SCC/02/00
Date : 19 January, 2000

Legislative Council Building
8 Jackson Road
Central
Hong Kong

Attn : Ms. Irene Man
Senior Assistant Secretary

Dear Ms. Man,

Re : MTRC Public Listing Bills Committee
- Meeting dated 4th January 2000

I refer to your letter (Ref: CB1/BC/1/99) dated 6th January 2000 seeking our written supplement on the following four (4) items.

Having solicit the views from the Councillors of the MTRC Staff Consultative Council (SCC), my response are as follow :-

(a) **Share Option**

On behalf of the SCC, I had expressed clearly during the 4th January LegCo Bills Committee Meeting that staff wish to be granted share option when the Corporation goes public. Please refer to the Meeting Minutes. Taking this opportunity, I, however, wish to put forward again the same request from staff for consideration by the Government in the course of public listing.

(b) **Staff Representative in the Board of Director**

Again, I had stated clearly in the LegCo Meeting that under the current communication structure between the staff and the management via periodic and ad hoc consultation process plus either Corporate briefing or notification publications, it was considered sufficient. Please refer to the LegCo Meeting Minutes.

Moreover, I wish to supplement that the representation of SCC Councillors is considered sufficient as they cover different jobs and grades of non-managerial grade staff.

This consultative mechanism has been adopted for years and operated successfully. It is thus considered the

communication protocol between the SCC and the Management should be maintained, emphasized and continuously reinforced.

Copy of the SCC Mission Statement is enclosed for your information.

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(c) **Section 29 of the MTR Bill**

It is opined that the penalty are too harsh.

(d) **Disciplinary Action and Appeal Procedure**

There already existed a grievance procedure which is documented in both the Administration Manual (for Operations Division) as well as Staff Handbook. The procedure has been implemented for years.

Copies of which are available for information upon request.

A hard copy of this letter plus floppy disk saved in "WinWord 97" format will be mailed to you separately.

If you have any queries, please contact the undersigned at Tel No. 2993-2251 / or E-mail to tomlaw@mtrcorp.com.

Yours faithfully,

Thomas LAW
Chief Co-ordinator
MTRC SCC Council

Encl.

員工評議會的宣言

Mission Statement of SCC

- 增強管方與僱員間的相互了解

Strengthen mutual understanding between the management and the staff

- 討論管方與僱員所關注的事項

Exchange views with the management on matters of mutual concern

- 求同存異並在平衡雙方利益下繼續鞏固及改善員工福利

Seek common grounds on major issues but reserve differences on minor ones and continue to strive for better benefits for staff and consolidate the existing ones in the light of preserving the interest of management and staff