

## Head 90 — LABOUR DEPARTMENT

**Controlling officer:** the Permanent Secretary for Economic Development and Labour (Labour)/Commissioner for Labour will account for expenditure under this Head.

<b>Estimate 2005–06</b> .....	<b>\$1,061.1m</b>
<b>Establishment ceiling 2005–06</b> (notional annual mid-point salary value) representing an estimated 1 719 non-directorate posts as at 31 March 2005 reducing by two posts to 1 717 posts as at 31 March 2006. ....	<b>\$587.4m</b>
In addition, there will be an estimated 14 directorate posts as at 31 March 2005 and as at 31 March 2006.	
<b>Commitment balance</b> .....	<b>\$4,011.3m</b>

### Controlling Officer's Report

#### Programmes

**Programme (1) Labour Relations**  
**Programme (2) Employment Services**  
**Programme (3) Safety and Health at Work**  
**Programme (4) Employee Rights and Benefits**

These programmes contribute to Policy Area 8: Employment and Labour (Secretary for Economic Development and Labour).

#### Detail

##### Programme (1): Labour Relations

	2003–04 (Actual)	2004–05 (Original)	2004–05 (Revised)	2005–06 (Estimate)
Financial provision (\$m)	112.1#	106.0	108.1 (+2.0%)	106.2 (–1.8%)
				(or +0.2% on 2004–05 Original)

# For comparison purpose, the figure includes relevant provision attributable to former Head 157—Government Secretariat: Economic Development and Labour Bureau (Labour Branch) during April to June 2003, prior to the transfer of the relevant programme to Head 90 with effect from 1 July 2003.

#### Aim

- 2 The aim is to foster and maintain harmonious employer and employee relations in the non-government sector.

#### Brief Description

3 The Department provides voluntary conciliation service to assist employers and employees to settle their disputes and claims. It promotes understanding of labour laws and encourages good labour management practices.

4 The Department is also responsible for the adjudication of minor employment claims and the administration of trade unions.

- 5 The key performance measures in respect of labour relations are:

#### Targets

	Target	2003 (Actual)	2004 (Actual)	2005 (Plan)
waiting time for conciliation meetings for claims.....	within 5 weeks	within 5 weeks	within 5 weeks	within 5 weeks
waiting time for consultation meetings.....	within 30 mins.	within 30 mins.	within 30 mins.	within 30 mins.
process registration of new trade unions .....	within 4 weeks	within 4 weeks	within 4 weeks	within 4 weeks

## Head 90 — LABOUR DEPARTMENT

	Target	2003 (Actual)	2004 (Actual)	2005 (Plan)
process registration of change of union names/rules .....	within 10 days	within 10 days	within 10 days	<b>within 10 days</b>
waiting time for claims to be adjudicated after filing with the Minor Employment Claims Adjudication Board (MECAB)...	within 5 weeks	within 4 to 5 weeks	within 5 weeks	<b>within 5 weeks</b>
inspections to trade unions .....	360	364	366	<b>360</b>

### *Indicators*

	2003 (Actual)	2004 (Actual)	2005 (Estimate)
labour disputes and claims handled .....	34 116	28 666	<b>28 700</b>
labour disputes and claims with conciliation service rendered#.....	31 509	26 732	<b>26 750</b>
labour disputes and claims resolved through conciliation.....	20 497	17 998	<b>18 000</b>
labour disputes and claims resolved through conciliation (%).....	65.1	67.3	<b>67.3</b>
working days lost from labour disputes known.....	150	351	<b>N.A.</b>
consultation meetings held.....	138 608	112 997	<b>113 000</b>
claims adjudicated by the MECAB.....	2 763	2 594	<b>2 600</b>
cases on registration of new trade unions and changes of union names/rules.....	174	125 <sup>^</sup>	<b>N.A.</b>

# This figure excludes those labour disputes and claims where conciliation service has not been rendered because the employers concerned are insolvent or cannot be reached for conciliation.

<sup>^</sup> The number of new trade unions registered in 2004 remained at the same level of 2003. The decrease was due to a smaller number of applications received for registered changes of union names/rules.

### *Matters Requiring Special Attention in 2005–06*

6 Major new plans for 2005–06 include:

- enhancing public understanding of the Employment Ordinance through producing a user-friendly question-and-answer booklet;
- organising a large-scale seminar to promote good people management practices among employers; and
- promoting industry-specific good people management practices in collaboration with industry-based Tripartite Committees.

### **Programme (2): Employment Services**

	2003–04 (Actual)	2004–05 (Original)	2004–05 (Revised)	2005–06 (Estimate)
Financial provision (\$m)	489.7 <sup>#</sup>	551.6	476.0 (–13.7%)	<b>457.7</b> (–3.8%)
				(or –17.0% on 2004–05 Original)

# For comparison purpose, the figure includes relevant provision attributable to former Head 157—Government Secretariat: Economic Development and Labour Bureau (Labour Branch) during April to June 2003, prior to the transfer of the relevant programme to Head 90 with effect from 1 July 2003.

### *Aim*

7 The aim is to provide a comprehensive range of free employment assistance and counselling services to help job-seekers find suitable jobs and employers fill their vacancies.

### *Brief Description*

8 The Department provides free employment service to all job-seekers. It provides active assistance and counselling services to the unemployed and the disabled, careers guidance, pre-employment and on-the-job training to young people as well as labour market information to all job-seekers, including new arrivals.

## Head 90 — LABOUR DEPARTMENT

9 The Department is also responsible for processing applications under the importation of labour schemes and will ensure priority of employment for local workers.

10 To address the mismatch in supply and demand of local domestic helpers (LDHs) arising from geographic locations and working hours and to promote the service of LDHs, the Department, in collaboration with the Employees Retraining Board, has launched a scheme to provide incentive allowance to qualified LDHs who are willing to work across districts or during unpopular hours. The scheme, with an allocation of \$60 million, is expected to benefit 8 000 LDHs. As at the end of 2004, 3 700 applications were approved.

11 The Youth Pre-employment Training Programme, which provides a wide range of employment-related training to young school-leavers, entered its sixth year. In the past five years, over 57 000 young people have been trained under the Programme. For 2004–05, 12 000 training places were provided.

12 In July 2002, the Department launched the Youth Work Experience and Training Scheme to provide on-the-job training of six to 12 months for young people aged 15 to 24 with educational attainment below degree level. As at the end of 2004, 18 283 trainees secured employment under the Scheme whilst another 10 925 trainees found jobs in the open labour market through the assistance of their case managers.

13 The Department launched in May 2003 the Re-employment Training Programme for the Middle-aged to enhance the employment service to the long-term unemployed aged over 40. As at the end of 2004, 8 606 placements were secured.

14 In May 2004, the Department launched the Youth Self-employment Support Scheme, on a pilot basis, to train and assist about 1 500 young people aged 18 to 24 with educational attainment below degree level to become self-employed.

15 To meet operational needs of government departments concerned and to assist those with less education, lower skills and limited work experience, the Department co-ordinated the exercise on extension of temporary jobs in the public sector.

16 In face of persistently high unemployment, the Department vigorously stepped up its employment services for job-seekers. As a result, a record high figure of 86 257 placements was achieved for 2004.

17 The key performance measures in respect of employment services are:

### *Targets*

	Target	2003 (Actual)	2004 (Actual)	2005 (Plan)
display vacancy information upon receipt of request from employers .....	within 24 hours	within 24 hours	within 24 hours	<b>within 24 hours</b>
arrange job referral upon request for placement assistance from job-seekers ...	within 30 mins. of appointment time	within 30 mins. of appointment time	within 30 mins. of appointment time	<b>within 30 mins. of appointment time</b>
arrange in-depth employment counselling session for job-seekers registering for the Job Matching Programme .....	within 1 week	within 1 week	within 1 week	<b>within 1 week</b>
issue employment agency licences .....	within 2 weeks	within 2 weeks	within 2 weeks	<b>within 2 weeks</b>
inspections to employment agencies .....	1 300	1 364	1 376	<b>1 380</b>

### *Indicators*

	2003 (Actual)	2004 (Actual)	2005 (Estimate)
able-bodied job-seekers			
persons registered .....	233 070	223 229	<b>223 000</b>
placements .....	66 100	86 257	<b>87 000</b>
disabled job-seekers			
persons registered .....	4 309	4 002	<b>4 000</b>
placements .....	2 442	2 391	<b>2 400</b>
young people participating in careers guidance activities .....	972 475	970 637	<b>971 000</b>
employment agency licences issued .....	1 393	1 501	<b>1 500</b>
applications under labour importation schemes processed .....	577	466	<b>470</b>

## Head 90 — LABOUR DEPARTMENT

### *Matters Requiring Special Attention in 2005–06*

18 Major new plans for 2005–06 include:

- continuing the promotion of the market for LDHs through the LDH Incentive Allowance Scheme;
- launching a work trial scheme for 2 000 unemployed persons having special difficulty in finding jobs; and
- implementing a work orientation and placement scheme to help place 1 000 people with disabilities into employment.

### **Programme (3): Safety and Health at Work**

	2003–04 (Actual)	2004–05 (Original)	2004–05 (Revised)	2005–06 (Estimate)
Financial provision (\$m)	329.2 <sup>#</sup>	319.2	312.1 (–2.2%)	307.1 (–1.6%)
				(or –3.8% on 2004–05 Original)

<sup>#</sup> For comparison purpose, the figure includes relevant provision attributable to former Head 157—Government Secretariat: Economic Development and Labour Bureau (Labour Branch) during April to June 2003, prior to the transfer of the relevant programme to Head 90 with effect from 1 July 2003.

### *Aim*

19 The aim is to ensure that risks to people's safety and health at work are minimised by legislation, education and promotion.

### *Brief Description*

20 This programme includes the enforcement of the Occupational Safety and Health Ordinance (OSHO), the Factories and Industrial Undertakings Ordinance (FIUO) and the Boilers and Pressure Vessels Ordinance (BPVO). A key element in enforcement is the provision of advice on prevention of accidents. Apart from providing training courses, seminars, guide books and other publicity materials to disseminate such information, special promotional visits are conducted to encourage employers to adopt a self-regulatory approach in managing risk at the workplace. Suspension notices will be issued to remove imminent risk to life and limb. Improvement notices will be issued to secure a speedy rectification of irregularities to prevent accidents.

21 In enforcing the OSHO, the FIUO and the BPVO, the established policy is to target at industries or establishments with poor performance records. Apart from conducting routine inspections, enforcement campaigns targeted at specific risks or accident-prone work situations were organised to arouse the safety awareness of both management and employees. In 2004, enforcement campaigns were conducted in the areas of arc/gas welding and flame cutting, construction, building repair and maintenance, container handling and storage and working-at-height.

22 In 2004, the Department made 6 228 promotional visits to the workplaces and organised 2 610 promotional activities to help duty-holders understand their statutory obligations. Two large-scale promotional programmes were launched in the catering and construction industries to promote safety awareness.

23 The key performance measures in respect of occupational safety and health at work are:

### *Targets*

	Target	2003 (Actual)	2004 (Actual)	2005 (Plan)
inspections under the FIUO and the OSHO .....	111 600 <sup>^</sup>	124 833	118 861	111 600
inspections per field inspector under the FIUO and the OSHO .....	450	476	468	450
investigation of occupational diseases.....	within 24 hours upon notification	within 24 hours upon notification	within 24 hours upon notification	within 24 hours upon notification
promotional visits to workplaces under the FIUO and the OSHO .....	4 740 <sup>^</sup>	5 635	6 228	4 740
inspections under the BPVO .....	4 630 <sup>§</sup>	6 494	5 744	4 630
inspections per field inspector under the BPVO .....	1 030	1 082	1 044	1 030
process pressure equipment registration.....	within 3 weeks	within 3 weeks	within 3 weeks	within 3 weeks
talks, lectures, seminars organised .....	2 500	2 972	2 610	2 500

## Head 90 — LABOUR DEPARTMENT

- ^ The targets for inspections and promotional visits to workplaces under the FIUO and the OSHO will be revised downwards slightly (from 115 400 and 4 900 respectively) to reflect reprioritisation of the Department's work programme and deployment of staff to focus on major hazards, including those in construction, building repair and maintenance, working-at-height, and container handling and storage.
- § The target number of inspections under the BPVO will be revised downwards (from 5 680) to reflect the further focusing of resources on targeted operations/equipment.

### Indicators

	2003 (Actual)	2004 (Actual)	2005 (Estimate)
fatal accidents in industrial undertakings .....	28	24@	N.A.
non-fatal accidents in industrial undertakings .....	17 221	15 968@	N.A.
accident rate per 1 000 industrial employees .....	31.3	28.7@	N.A.
fatal accidents in non-industrial undertakings# .....	143	152@	N.A.
non-fatal accidents in non-industrial undertakings .....	24 630	24 024@	N.A.
accident rate per 1 000 employees in non-industrial undertakings .....	13.5	13.0@	N.A.
investigation of accidents at workplaces .....	11 866	12 342	N.A.
warnings issued by occupational safety officers .....	36 394	34 053	N.A.
prosecutions taken .....	1 800	1 963	N.A.
suspension/improvement notices issued .....	1 440	1 555	N.A.
investigations/surveys/examinations/assessments/clinical consultations on occupational health conducted .....	18 722	19 196	19 000
pressure equipment registered .....	1 537	1 402	1 460
examinations conducted and exemptions granted for the issue or endorsement of certificates of competence .....	425	368	360
warnings issued under the BPVO .....	4 120	3 816	N.A.

@ The accident statistics for 2004 are provisional as some of the accidents occurred towards the end of the year have yet to be reported to the Labour Department.

# This includes cases which may subsequently be determined to be unrelated to work based on medical and other evidence.

### Matters Requiring Special Attention in 2005–06

24 Major new plans for 2005–06 include:

- launching enforcement and publicity campaigns targeting at working-at-height and scaffolding work in construction sites and building repair and maintenance works to ensure that duty-holders comply with safety requirements;
- heightening the occupational safety awareness of employers and employees in the container handling and storage sector and catering industry through a series of promotional and enforcing activities;
- stepping up inspections of warehouses to ensure adequate protection of warehouse workers from inhalation of air impurities;
- strengthening publicity efforts to promote the prevention of musculoskeletal disorders in office workers; and
- issuing Guidance Notes on the safe use of fork-lift trucks, flammable liquids and monitoring of air impurities in the workplace.

### Programme (4): Employee Rights and Benefits

	2003–04 (Actual)	2004–05 (Original)	2004–05 (Revised)	2005–06 (Estimate)
Financial provision (\$m)	210.3#	199.5	199.7 (+0.1%)	190.1 (–4.8%)
				(or –4.7% on 2004–05 Original)

# For comparison purpose, the figure includes relevant provision attributable to former Head 157—Government Secretariat: Economic Development and Labour Bureau (Labour Branch) during April to June 2003, prior to the transfer of the relevant programme to Head 90 with effect from 1 July 2003.

## Head 90 — LABOUR DEPARTMENT

### *Aim*

25 The aim is to safeguard the rights and benefits of employees under labour laws.

### *Brief Description*

26 The Department safeguards the rights and benefits of all employees and combats illegal employment through inspection of workplaces and other premises, processing employees' compensation claims, administering the Protection of Wages on Insolvency Fund (PWIF), and investigation into complaints relating to the employment of imported workers.

27 In 2004, the Department stepped up the enforcement against wage offences through speedy investigation of reported offences, conducting trade-targeted campaigns to detect offences, and taking out vigorous prosecution against offenders. The Department also strengthened the collection and analysis of intelligence to mount more joint operations with the Police in combating illegal employment and protecting the job opportunities of local workers.

28 In November 2004, the Department extended the pilot Voluntary Rehabilitation Programme for Injured Employees in the Construction Industry to the catering, transport and manufacturing industries so that more injured workers could be benefited. The Programme has shown positive results in providing timely rehabilitation services to injured workers for better and speedier recovery, and facilitating their safe and early return to work.

29 The Labour Advisory Board was consulted and agreed to the proposal to add Severe Acute Respiratory Syndrome and avian influenza A to the list of specified occupational diseases under the Employees' Compensation Ordinance. The proposal aims at expediting the compensation process for the affected employees.

30 The Department continued to steer and monitor the implementation of recommendations arising from a review of policies on foreign domestic helpers (FDHs). To promote the rights and obligations of FDHs and their employers, the Department produced two publicity videos to put across the message.

31 To promote equal employment opportunities, the Department has kept up its publicity efforts in arousing public awareness of the importance of removing age discrimination in employment.

32 The key performance measures in respect of employee rights and benefits are:

### *Targets*

	Target	2003 (Actual)	2004 (Actual)	2005 (Plan)
inspections to workplaces.....	130 000	156 919	131 727@	130 000@
inspections per field labour inspector.....	850	1 019	850@	850@
start investigation of complaints by labour inspectors^.....	within 1 week upon receipt	—	—	within 1 week upon receipt
waiting time for sick leave clearance with the Occupational Medicine Unit for injured employees.....	within 30 mins. of appointment time	within 30 mins. of appointment time	within 30 mins. of appointment time	within 30 mins. of appointment time
issue certificates of compensation assessment .....	within 3 weeks	within 3 weeks	within 3 weeks	within 3 weeks
effect payment in respect of applications to the PWIF .....	within 10 weeks	within 10 weeks	within 10 weeks	within 10 weeks

@ With the launching of more targeted operations to detect wage offences and more intelligence-based joint operations with the Police to combat illegal employment, more effort was needed for intelligence collection and analysis as well as planning and investigation under the new enforcement mode in 2004. The number of inspections to workplaces and inspections per field inspector dropped as a result. This enforcement mode will continue in 2005.

^ This is a new target for 2005 onwards.

### *Indicators*

	2003 (Actual)	2004 (Actual)	2005 (Estimate)
warnings issued.....	551	308§	N.A.
prosecutions taken .....	3 512	3 783	N.A.
general telephone enquiries handled.....	1 187 809	538 548^	N.A.
sick leave clearance interviews for injured employees conducted .....	50 798	52 645	52 000

## Head 90 — LABOUR DEPARTMENT

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	2003 (Actual)	2004 (Actual)	2005 (Estimate)
employee compensation claims processed.....	53 770	56 652	<b>56 600</b>
applications for payment under the PWIF processed.....	22 042	22 071	<b>14 500@</b>
cases related to imported workers investigated.....	53	25#	<b>N.A.</b>

§ The decrease in the number of warnings issued in 2004 was largely due to the drop in the offences relating to the display of insurance notice at workplaces. The drop indicated the increasing awareness and compliance of employers of the statutory requirement as a result of vigorous enforcement through routine inspections and targeted campaigns.

^ The figure referred to the number of telephone enquiries handled by the Labour Department from January to June 2004. The Department's telephone enquiry service was transferred to the Integrated Call Centre of the Efficiency Unit in July 2004.

@ It is expected that the number of applications processed will decrease as a result of the economic recovery.

# The decrease in the number of cases investigated was due to the reduction in the number of workers imported under the Supplementary Labour Scheme.

### *Matters Requiring Special Attention in 2005–06*

**33** Major new plans for 2005–06 include:

- continuing the promotion of good practices in maintaining medical records and issuance of certificates by registered Chinese medicine practitioners to pave the way for recognising them under labour legislation; and
- sustaining intelligence-based enforcement efforts and strengthening educational efforts to combat illegal employment.

## Head 90 — LABOUR DEPARTMENT

### ANALYSIS OF FINANCIAL PROVISION

Programme	2003-04 (Actual) (\$m)	2004-05 (Original) (\$m)	2004-05 (Revised) (\$m)	2005-06 (Estimate) (\$m)
(1) Labour Relations .....	112.1	106.0	108.1	106.2
(2) Employment Services .....	489.7	551.6	476.0	457.7
(3) Safety and Health at Work .....	329.2	319.2	312.1	307.1
(4) Employee Rights and Benefits .....	210.3	199.5	199.7	190.1
	1,141.3	1,176.3	1,095.9 (-6.8%)	1,061.1 (-3.2%)
				(or -9.8% on 2004-05 Original)

#### Analysis of Financial and Staffing Provision

##### Programme (1)

Provision for 2005-06 is \$1.9 million (1.8%) lower than the revised estimate for 2004-05. This is mainly due to the full-year effect of the 2005 civil service pay cut.

##### Programme (2)

Provision for 2005-06 is \$18.3 million (3.8%) lower than the revised estimate for 2004-05. This is mainly due to the full-year effect of the 2005 civil service pay cut and decreased cash flow requirement for non-recurrent items.

##### Programme (3)

Provision for 2005-06 is \$5.0 million (1.6%) lower than the revised estimate for 2004-05. This is mainly due to the full-year effect of the 2005 civil service pay cut.

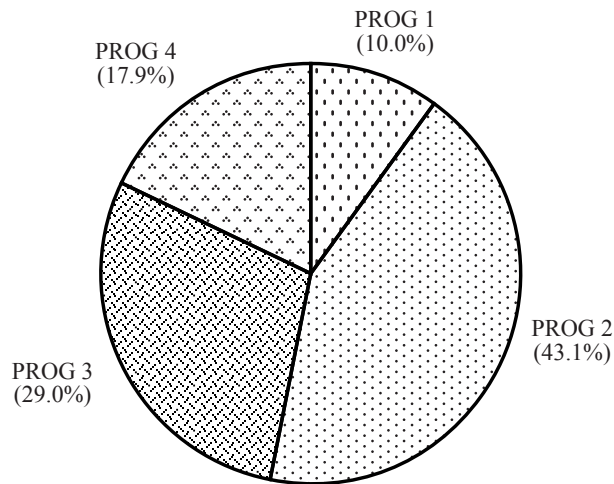
##### Programme (4)

Provision for 2005-06 is \$9.6 million (4.8%) lower than the revised estimate for 2004-05. This is mainly due to the full-year effect of the 2005 civil service pay cut, deletion of two posts and full-year effect of the Department's transfer of telephone enquiry service and related resources to the Efficiency Unit.

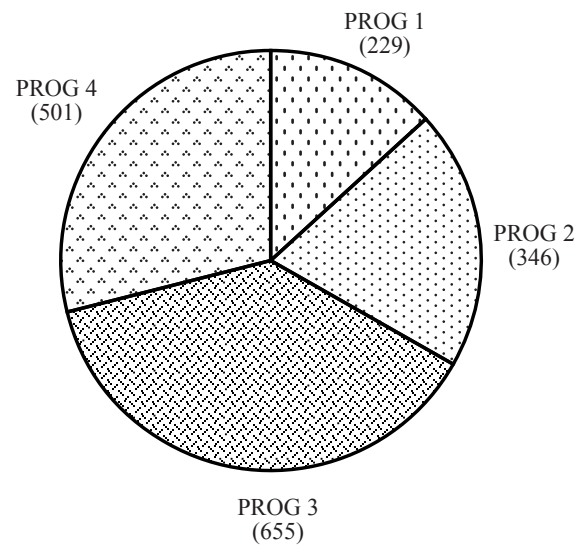


## Head 90 — LABOUR DEPARTMENT

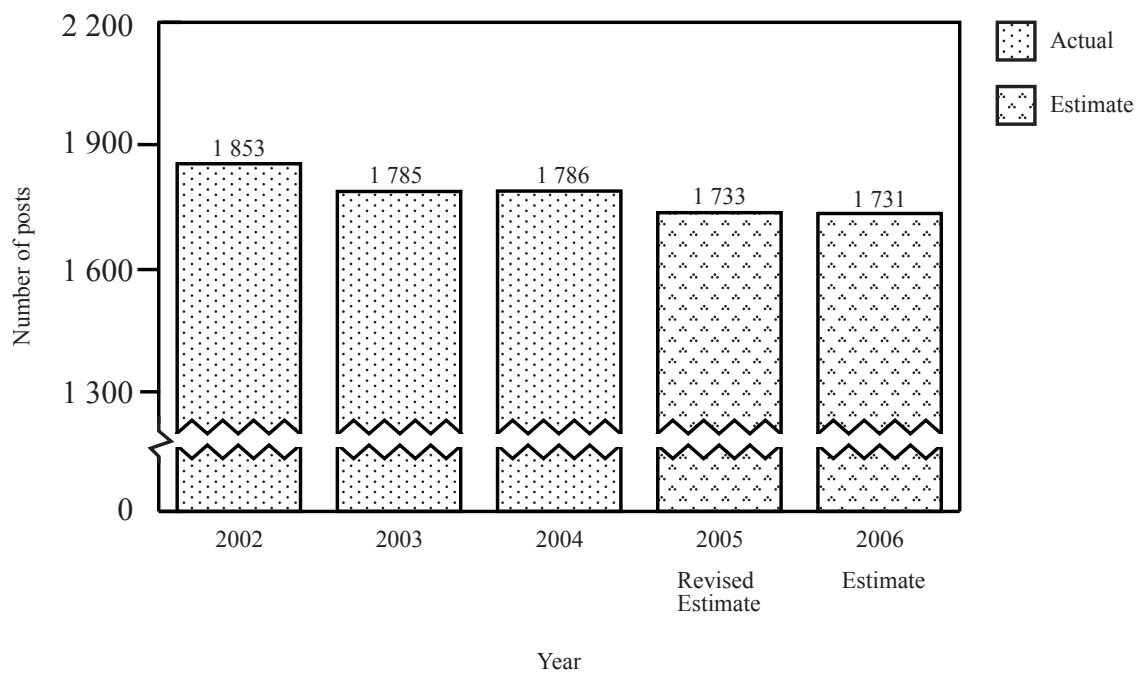
*Allocation of provision  
to programmes  
(2005-06)*



*Staff by programme  
(as at 31 March 2006)*



*Changes in the size of the establishment  
(as at 31 March)*



## Head 90 — LABOUR DEPARTMENT

Sub-head (Code)		Actual expenditure 2003-04	Approved estimate 2004-05	Revised estimate 2004-05	Estimate 2005-06
		\$'000	\$'000	\$'000	\$'000
<b>Operating Account</b>					
	Recurrent				
000	Operational expenses .....	862,927	900,806	850,642	831,344
280	Contribution to the Occupational Safety and Health Council.....	5,450	5,450	4,850	4,850*
295	Contribution to the Occupational Deafness Compensation Board .....	3,270	3,270	2,910	2,910*
	Total, Recurrent.....	871,647	909,526	858,402	839,104
	Non-Recurrent				
700	General non-recurrent .....	267,632	266,728	237,452	222,031
	Total, Non-Recurrent.....	267,632	266,728	237,452	222,031
	Total, Operating Account .....	1,139,279	1,176,254	1,095,854	1,061,135
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	Total Expenditure .....	1,139,279	1,176,254	1,095,854	1,061,135

## Head 90 — LABOUR DEPARTMENT

### Details of Expenditure by Subhead

The estimate of the amount required in 2005–06 for the salaries and expenses of the Labour Department is \$1,061,135,000. This represents a decrease of \$34,719,000 against the revised estimate for 2004–05 and of \$78,144,000 against actual expenditure in 2003–04.

#### *Operating Account*

#### Recurrent

2 Provision of \$831,344,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the Labour Department.

3 The establishment as at 31 March 2005 will be 1 733 permanent posts. It is expected that there will be a net deletion of two permanent posts in 2005–06. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2005–06, but the notional annual mid-point salary value of all such posts must not exceed \$587,443,000.

4 An analysis of the financial provision under *Subhead 000 Operational expenses* is as follows:

	2003–04 (Actual) (\$'000)	2004–05 (Original) (\$'000)	2004–05 (Revised) (\$'000)	2005–06 (Estimate) (\$'000)
Personal Emoluments				
- Salaries .....	698,707	690,426	672,720	664,669
- Allowances .....	8,356	9,562	11,953	6,501
- Job-related allowances .....	—	3	3	3
Personnel Related Expenses				
- Mandatory Provident Fund contribution .....	332	348	348	303
Departmental Expenses				
- General departmental expenses .....	139,227	190,461	157,573	151,905
Other Charges				
- Expenses for employment and labour- related initiatives# .....	2,829	—	—	—
- Campaigns, exhibitions and publicity .....	10,134	10,006	8,045	7,963
- Expenses for improved occupational safety and health standards .....	3,342	—	—	—
	<u>862,927</u>	<u>900,806</u>	<u>850,642</u>	<u>831,344</u>

# This expenditure item on employment and labour-related initiatives was attributable to the former Labour Branch. With the merging of the Labour Branch and the Labour Department, the relevant expenses have been charged, with effect from 2004–05, to the items on *General departmental expenses* and *Campaigns, exhibitions and publicity* as appropriate.

5 Provision of \$4,850,000 under *Subhead 280 Contribution to the Occupational Safety and Health Council* is to meet the annual contribution to the Occupational Safety and Health Council. The amount of contribution is currently based on a proportion of the amount of levy received by the Council, with the proportion equivalent to the ratio of the size of the civil service to the working population in Hong Kong.

6 Provision of \$2,910,000 under *Subhead 295 Contribution to the Occupational Deafness Compensation Board* is to meet the annual contribution to the Occupational Deafness Compensation Board under a similar arrangement as for the Occupational Safety and Health Council.

## Head 90 — LABOUR DEPARTMENT

### Commitments

Sub-head (Code)	Item (Code)	Ambit	Approved commitment	Accumulated expenditure to 31.3.2004	Revised estimated expenditure for 2004–05	Balance
			\$'000	\$'000	\$'000	\$'000
<b><i>Operating Account</i></b>						
700		<i>General non-recurrent</i>				
	050	Loan guarantee scheme for Severe Acute Respiratory Syndrome impacted industries.....	3,500,000	946	41,760	3,457,294
	531	Trial placement scheme for people with a disability .....	1,400	800	470	130
	532	Youth work experience and training scheme.....	700,000	111,285	139,500	449,215
	534	Re-employment training programme for the middle-aged .....	60,000	2,212	10,000	47,788
	536	Incentive allowance for local domestic helpers .....	60,000	2,677	16,500	40,823
	539	Youth self-employment support scheme	30,000	—	14,000	16,000
		Total .....	<u>4,351,400</u>	<u>117,920</u>	<u>222,230</u>	<u>4,011,250</u>