

Head 90 — LABOUR DEPARTMENT

Controlling officer: the Commissioner for Labour will account for expenditure under this Head.

Estimate 2019–20	\$2,062.7m
Establishment ceiling 2019–20 (notional annual mid-point salary value) representing an estimated 2 527 non-directorate posts as at 31 March 2019 reducing by 19 posts to 2 508 posts as at 31 March 2020	\$1,398.2m
In addition, there will be an estimated 17 directorate posts as at 31 March 2019 rising by one post to 18 posts as at 31 March 2020.	
Commitment balance	\$2,559.8m

Controlling Officer's Report

Programmes

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

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

Detail

Programme (1): Labour Relations

	2017–18 (Actual)	2018–19 (Original)	2018–19 (Revised)	2019–20 (Estimate)
Financial provision (\$m)	172.4	191.3	187.8 (–1.8%)	213.8 (+13.8%)
				(or +11.8% on 2018–19 Original)

Aim

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

Brief Description

3 The Department provides voluntary conciliation service to assist employers and employees to resolve labour disputes and claims. It promotes understanding of labour laws and encourages good human resource management (GHRM) practices.

4 In 2018–19, the Department launched a series of promotional activities to enhance public awareness of the Employment Ordinance (Cap. 57) (EO) which included improvements made to the EO in the year on compulsory reinstatement or re-engagement order made by the court or the Labour Tribunal, and the increase of paternity leave days from three days to five days. Besides, a number of initiatives were launched to encourage employers of various trades and sizes to adopt GHRM practices at the workplace. These included staging a campaign to encourage employers to become signatories of a charter to adopt GHRM practices, and producing a video and publications showcasing exemplary examples on the adoption of effective staff communication and GHRM. Seminars on labour laws and GHRM were also organised.

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

6 The key performance measures in respect of labour relations are:

Targets

	Target	2017 (Actual)	2018 (Actual)	2019 (Plan)
waiting time for consultation meetings	within 30 mins.	within 30 mins.	within 30 mins.	within 30 mins.
waiting time for conciliation meetings for claims	within 5 weeks	within 5 weeks	within 5 weeks	within 5 weeks

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	Target	2017 (Actual)	2018 (Actual)	2019 (Plan)
waiting time for claims to be adjudicated after filing with the Minor Employment Claims Adjudication Board (MECAB) ...	within 5 weeks	within 5 weeks	within 5 weeks	within 5 weeks
processing registration of new trade unions.....	within 4 weeks	within 4 weeks	within 4 weeks	within 4 weeks
processing registration of changes of union names/rules	within 10 days	within 10 days	within 10 days	within 10 days
visits to trade unions.....	360	363	362	360

Indicators

	2017 (Actual)	2018 (Actual)	2019 (Estimate)
consultation meetings held.....	65 941	65 094	65 100
labour disputes and claims handled.....	14 723	13 781	13 800
labour disputes and claims with conciliation service rendered [^]	14 262	13 404	13 400
labour disputes and claims resolved through conciliation	10 229	9 938	9 900
labour disputes and claims resolved through conciliation (%)	71.7	74.1	73.9
working days lost from labour disputes known	166.5	211.0	211.0
claims adjudicated by MECAB.....	828	622	620
cases of registration of new trade unions and changes of union names/rules	140	113	110

[^] Excluding labour disputes and claims for which conciliation service is not rendered because the employers concerned are insolvent or cannot be reached.

Matters Requiring Special Attention in 2019–20

7 Major new plans for 2019–20 include:

- working on the legislative proposal and implementation details for abolishing the “offsetting” of severance payment and long service payment with employers’ mandatory contributions under the Mandatory Provident Fund System; and
- pursuing a proposal to improve statutory maternity leave under the EO.

Programme (2): Employment Services

	2017–18 (Actual)	2018–19 (Original)	2018–19 (Revised)	2019–20 (Estimate)
Financial provision (\$m)	833.4	943.5	845.0 (–10.4%)	721.7 (–14.6%)

(or –23.5% on
2018–19 Original)

Aim

8 The aim is to provide a comprehensive range of free employment assistance and recruitment services to help job seekers find suitable jobs and employers recruit workers.

Brief Description

9 The Department provides free employment service to all job seekers. It provides assistance and counselling services to the unemployed and persons with disabilities; career guidance, pre-employment and on-the-job training to young people; and labour market information to all job seekers, including new arrivals and ethnic minorities (EM). In September 2018, the Department enhanced its special employment programmes with a view to promoting the employment of the elderly, young people and persons with disabilities. In the same month, the Department regularised the psychological and emotional counselling service provided for job seekers with disabilities.

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10 The Department regulates employment agencies (EAs) in Hong Kong through licensing, inspections and complaint investigation. It prosecutes EAs that breach Part XII of the EO and the Employment Agency Regulations (Cap. 57A), including overcharging job seekers commission or operating without a valid licence. To further strengthen the regulation of EAs, the Employment (Amendment) Ordinance 2018, which came into effect on 9 February 2018, has substantially increased the penalties on EAs overcharging job seekers or operating without a licence; extended the statutory time limit for prosecution of the said offences from six to 12 months; widened the scope of the overcharging offence to include (in addition to the licensee) the management as well as persons employed by EAs; and given the Code of Practice for Employment Agencies (Code) a legal status. A revised Code was promulgated to reflect the legislative amendments. The Department will continue to step up enforcement and prosecution against unscrupulous EAs.

11 The Department is also responsible for processing applications under the Supplementary Labour Scheme (SLS) and ensuring employment priority for local workers in filling SLS vacancies.

12 Moreover, the Department is responsible for discussion of new and expanded Working Holiday Schemes with overseas economies as well as the promotion of the Schemes so that more of our young people can broaden their horizons through temporarily living and working overseas.

13 The Work Incentive Transport Subsidy (WITS) Scheme seeks to help relieve the burden of work-related travelling expenses on low-income earners so as to promote sustained employment. Following the implementation of the Working Family Allowance Scheme on 1 April 2018, the household-based WITS was abolished on the same day and the Working Family and Student Financial Assistance Agency (WFSFAA) will take up the processing of individual-based WITS applications from 1 April 2019 to provide more efficient and convenient service for applicants. As at the end of 2018, there were 485 493 WITS applications and the funds disbursed totalled \$1,935.1 million.

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

Targets

	Target	2017 (Actual)	2018 (Actual)	2019 (Plan)
displaying vacancy information upon receipt of request from employers	90% of vacancies displayed within 5 working days	93% of vacancies displayed within 5 working days	93% of vacancies displayed within 5 working days	90% of vacancies displayed within 5 working days
arranging job referral upon receipt of request from job seekers	within 30 mins. of appointment time	within 30 mins. of appointment time	within 30 mins. of appointment time	within 30 mins. of appointment time
issuing EA licences	within 2 weeks	within 2 weeks	within 2 weeks	within 2 weeks
inspections to EAs	2 000§	1 846	2 019	2 000

§ In order to strengthen the monitoring of EAs, the target number of inspections was increased from 1 800 to 2 000 in 2018.

Indicators

	2017 (Actual)	2018 (Actual)	2019 (Estimate)
able-bodied job seekers			
persons registered.....	49 233	38 567	40 000
placements.....	154 222	136 079	130 000
job seekers with disabilities			
persons registered.....	2 833	2 766	2 800
placements.....	2 203	2 219	2 200
young people enrolled in the Youth Employment and Training Programme (YETP)Ω.....	5 720	4 694	5 000
employment and self-employment advisory and support services provided by the Youth Employment Resource Centresφ.....	72 878	72 899	72 000

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	2017 (Actual)	2018 (Actual)	2019 (Estimate)
EA licences issued.....	3 119	3 079	3 100
applications under the SLS processed.....	1 150	1 251	1 300

Ω The YETP operates on a programme year basis, running from September each year to August of the following year. The number of trainees enrolled in 2017 and 2018 refer to the number of trainees enrolled in the 2016/17 programme year and the 2017/18 programme year respectively.

φ Revised description of the previous indicator “young people receiving employment and self-employment advisory and support services provided by the Youth Employment Resource Centres” as from 2019.

Matters Requiring Special Attention in 2019–20

15 Major new plans for 2019–20 include:

- strengthening the Department’s work in processing and disseminating job vacancy information so as to more effectively assist job seekers in finding jobs and employers in recruiting workers; and
- preparing for the launch of a pilot programme in conjunction with non-governmental organisations to provide employment services for EM job seekers through a case management approach.

Programme (3): Safety and Health at Work

	2017–18 (Actual)	2018–19 (Original)	2018–19 (Revised)	2019–20 (Estimate)
Financial provision (\$m)	517.6	590.8	576.9 (–2.4%)	644.0 (+11.6%)
				(or +9.0% on 2018–19 Original)

Aim

16 The aim is to ensure that risks to the safety and health of people at work are properly managed by legislation, enforcement, education and publicity efforts.

Brief Description

17 This programme covers the enforcement of the Occupational Safety and Health Ordinance (Cap. 509) (OSHO), the Factories and Industrial Undertakings Ordinance (Cap. 59) (FIUO) and the Boilers and Pressure Vessels Ordinance (Cap. 56) (BPVO). In addition to regular surprise inspections, special enforcement operations (SEOs) targeted at specific risks or accident-prone workplaces, including those industries or establishments with poor performance records, are launched. Participation in site safety management committee meetings of public work projects is enhanced and more in-depth surprise inspections are conducted. In 2018, SEOs were conducted in several areas, including new construction works (with emphasis on work-at-height, lifting operations, tunnelling works and electrical works); renovation, maintenance, alteration and addition (RMAA) works; lift works; catering industry; logistics, cargo and container handling works; and waste management works, etc. Statutory suspension notices are issued to remove imminent risks to the safety and health of those at work, and improvement notices are issued to secure prompt rectification of irregularities to prevent accidents. Prosecution is taken out to sanction those who have breached the above-mentioned legislation and to deter others from committing similar offences. In addition, promotional visits are conducted to encourage employers to take ownership in managing potential risks at workplaces.

18 The Department also provides training courses, organises seminars and advises stakeholders on the prevention of accidents and work hazards, and issues safety publications and publicity materials.

19 In 2018, two large-scale promotional programmes were launched to promote safety awareness in the construction and catering industries. Promotion and publicity campaigns were also organised to raise the safety awareness of work-at-height, electrical works and RMAA works, etc. The Department, in collaboration with the Occupational Safety and Health Council (OSHC), launched a pilot scheme to lend light-duty working platforms to contractors/workers of renovation and repair works through property management companies to promote work-at-height safety. To further promote work safety awareness and to enable the Department to conduct inspections in a more targeted manner, the Department has enhanced the promotion of occupational safety and health (OSH) complaint channels to facilitate the lodging of complaints against unsafe working environment. Efforts include the development of an electronic complaint platform and production of a new Announcement in the Public Interest (API).

20 In 2018, publicity and enforcement targeting outdoor workplaces with a higher risk of heat stroke continued. Besides, in collaboration with the OSHC and relevant trade unions, OSH messages were promoted among workers in the retail, catering and cleansing industries. A new guideline was issued to provide concrete advice to duty holders on how to reduce health risks associated with standing at work.

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

Targets

	Target	2017 (Actual)	2018 (Actual)	2019 (Plan)
inspections under the FIUO and the OSHO ^Ψ	114 700	140 868	136 552	130 400
inspections per field inspector under the FIUO and the OSHO	450	547	533	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	4 860	6 413	5 773	5 530
inspections under the BPVO	4 630	4 708	4 692	4 630
inspections per field inspector under the BPVO.....	1 030	1 046	1 043	1 030
processing registration of pressure equipment	within 3 weeks	within 3 weeks	within 3 weeks	within 3 weeks
organising talks, lectures and seminars	2 040	2 162	2 132	2 040

Ψ Depending on the complexity of the workplaces, inspections are sometimes conducted by more than one officer. A joint inspection undertaken by two officers is counted as two inspections. The total number of workplaces inspected was 68 429 in 2018. Inspections include those conducted at workplaces which are found to be locked, removed or not in operation during inspection; and the numbers of workplaces which were found locked, removed or not in operation during inspection in 2018 were 5 562, 1 641 and 2 328 respectively.

Indicators

	2017 (Actual)	2018 (Actual)	2019 (Estimate)
fatal accidents in industrial undertakings	29	17δ	N.A.
non-fatal accidents in industrial undertakings.....	11 048	9 752δ	N.A.
accident rate per 1 000 industrial employees	17.2	15.1δ	N.A.
fatal accidents in non-industrial undertakingsΔ	198	190δ	N.A.
non-fatal accidents in non-industrial undertakings	24 356	23 448δ	N.A.
accident rate per 1 000 employees in non-industrial undertakings.....	10.3	9.8δ	N.A.
investigation of accidents at workplaces.....	16 750	16 959	17 000
warnings issued by occupational safety officers.....	31 558	30 708	30 700
prosecutions taken.....	2 994	3 162	3 200
suspension/improvement notices issued	3 613	3 463	3 500
investigation of occupational diseases and occupational health problems.....	2 339	2 488	2 500
medical examinations.....	1 401	1 692	1 700
medical assessments◇.....	704	N.A.	N.A.
clinical consultations.....	11 124	10 890	10 900
occupational hygiene surveys‡	6 266	6 038	6 000
pressure equipment newly registered.....	2 260	2 116	2 100
examinations conducted and exemptions granted for the issue or endorsement of certificates of competency.....	550	598	600
warnings issued under the BPVO	2 941	3 133	3 100

δ These are provisional accident statistics as some of the accidents which occurred towards the end of the year have yet to be verified. The figures are subject to adjustments pending data analysis and accident investigations.

Δ These include cases which medical and other evidence suggest to be unrelated to work.

◇ “Medical assessments” refer to those assessments of medical fitness for pilots and air traffic control officers. From 2018 onwards, such assessments will be performed by the Civil Aviation Department (CAD) through addition of a second aviation medicine doctor in CAD’s establishment. Indicator removed as from 2018.

‡ An occupational hygiene survey is an assessment on the general/specific health hazards that a workplace might have to the employees. Depending on its complexity, a survey may need to be undertaken by more than one officer. A joint survey undertaken by two officers is counted as two surveys.

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Matters Requiring Special Attention in 2019–20

22 Major new plans for 2019–20 include:

- intensifying preventive and enforcement efforts to tackle fall-from-height hazards and other work hazards in the construction sector, including major works projects and RMAA works, through executing targeted inspection strategies, encouraging reports on unsafe working condition, etc.;
- launching safety promotion initiatives and large-scale promotional programmes to further enhance the awareness and performance of stakeholders in the construction and catering industries on OSH, including production of animation videos;
- reviewing the penalties of the OSH legislation to achieve greater deterrent effect;
- reducing health risks associated with standing at work through enhanced engagement, promotion and inspection work, with reference to the new guideline issued in 2018; and
- continuing with the efforts to promote reporting of unsafe work environment.

Programme (4): Employees' Rights and Benefits

	2017–18 (Actual)	2018–19 (Original)	2018–19 (Revised)	2019–20 (Estimate)
Financial provision (\$m)	404.0	422.8	412.0 (–2.6%)	483.2 (+17.3%)
				(or +14.3% on 2018–19 Original)

Aim

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

Brief Description

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

25 The Department takes rigorous enforcement action against wage offences, including breaches of the Statutory Minimum Wage (SMW) provisions and wilful defaults of Labour Tribunal or MECAB awards, through initiating speedy investigation into reported offences, conducting trade-targeted campaigns to detect offences, strengthening intelligence gathering and evidence collection, and taking out prompt prosecution.

26 The Department has organised territory-wide publicity activities to assist employers and employees in understanding their respective obligations and entitlements under the SMW regime.

27 Targeted operations are mounted with the Police and the Immigration Department to combat illegal employment for protecting the job opportunities of local workers. The Department also launches publicity programmes to enhance public awareness of the serious consequences of employing illegal workers.

28 The Department has started the preparatory work for formulating sector-specific working hours guidelines for 11 sectors through its industry-based tripartite committees to provide guidance on suggested working hours arrangements, overtime compensation arrangements and good working hours management measures for employers' reference and adoption.

29 The Department has continued its educational and promotional efforts in enhancing the understanding of employers and foreign domestic helpers (FDHs) of their statutory and contractual rights and obligations. Ongoing efforts include collaborating with respective Consulates-General and attending their briefings for new FDHs, staging information kiosks, screening publicity videos and APIs, distributing information packs and souvenirs to FDHs, and placing advertisements in local Filipino and Indonesian newspapers. In 2018, the Department published a new guide to FDH employers to explain their obligations and rights, and a newsletter to introduce the Department's services and support channels. The Department also organised briefings for new FDHs and first-time employers to raise the awareness of their respective rights and obligations. To further facilitate FDHs and employers to obtain information and make enquiries, the online resources were enhanced, including providing a new online form and a dedicated email account on the FDH Portal (www.fdh.labour.gov.hk) for sending in enquiries, and adding six FDH languages on the Portal, making 12 languages in total. A dedicated hotline was also set up to provide one-stop support service to FDHs.

30 To promote equal employment opportunities, the Department keeps up its publicity efforts in enhancing public awareness of the importance of eliminating age discrimination in employment.

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31 The key performance measures in respect of employees' rights and benefits are:

Targets

	Target	2017 (Actual)	2018 (Actual)	2019 (Plan)
inspections to workplaces	140 000	154 237#	151 132#	149 000
inspections per field labour inspector	780	777	777	780
starting investigation of complaints by labour inspector	within 1 week upon receipt	within 1 week upon receipt	within 1 week upon receipt	within 1 week upon receipt
waiting time for sick leave clearance 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
issuing certificates of compensation assessment	within 3 weeks	within 3 weeks	within 3 weeks	within 3 weeks
effecting payment in respect of applications to the PWIF	within 10 weeks	within 10 weeks	within 10 weeks	within 10 weeks

Out of the total 154 237 workplace inspections in 2017, 15 626 (10.1%) workplaces were locked, 24 832 (16.1%) were removed and 244 (0.2%) were not in operation. Out of the total 151 132 workplace inspections in 2018, 15 633 (10.3%) workplaces were locked, 20 686 (13.7%) were removed and 97 (0.1%) were not in operation.

Indicators

	2017 (Actual)	2018 (Actual)	2019 (Estimate)
warnings issued	662	738	740
prosecutions taken	2 122	2 288	2 300
sick leave clearance interviews for injured employees conducted	42 616	43 428	43 400
employees' compensation claims processed	51 108	51 577	51 600
applications for payment under the PWIF processed	2 880	1 901	2 000
cases related to imported workers under the SLS investigated	63	74	70

Matters Requiring Special Attention in 2019–20

32 Major new plans for 2019–20 include:

- implementing a revised SMW rate subject to approval by the Legislative Council;
- enhancing co-ordination of measures to strengthen support for FDHs and their employers and continuing to conduct a range of comprehensive publicity and educational activities;
- speeding up the case processing of employees' compensation claims by enhancing the Claims Support Services to help resolve dispute between employers and employees and implementing a new screening process for the follow-up procedures for sick leave relating to work injury; and
- strengthening the rehabilitation services for employees injured at work.

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ANALYSIS OF FINANCIAL PROVISION

	2017–18 (Actual) (\$m)	2018–19 (Original) (\$m)	2018–19 (Revised) (\$m)	2019–20 (Estimate) (\$m)
Programme				
(1) Labour Relations	172.4	191.3	187.8	213.8
(2) Employment Services.....	833.4	943.5	845.0	721.7
(3) Safety and Health at Work	517.6	590.8	576.9	644.0
(4) Employees' Rights and Benefits	404.0	422.8	412.0	483.2
	1,927.4	2,148.4	2,021.7 (–5.9%)	2,062.7 (+2.0%)
				(or –4.0% on 2018–19 Original)

Analysis of Financial and Staffing Provision

Programme (1)

Provision for 2019–20 is \$26.0 million (13.8%) higher than the revised estimate for 2018–19. This is mainly due to increased operating expenses, an increase of 19 posts, filling of vacancies and salary increments for staff.

Programme (2)

Provision for 2019–20 is \$123.3 million (14.6%) lower than the revised estimate for 2018–19. This is mainly due to a net decrease of 107 posts and decreased non-recurrent cash flow requirement for the WITS Scheme following the takeover of the administration of the individual-based WITS by WFSFAA from 1 April 2019, partly offset by increased expenditure on employment programmes, filling of vacancies and salary increments for staff.

Programme (3)

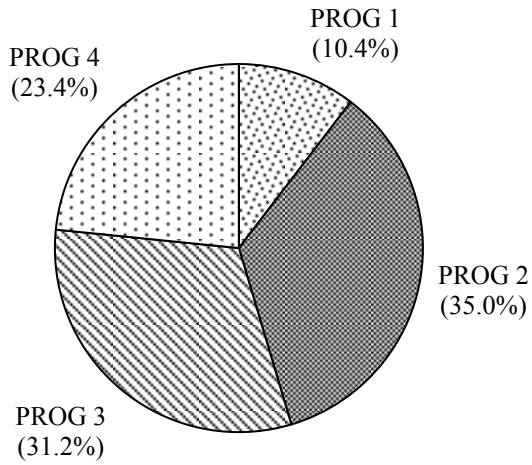
Provision for 2019–20 is \$67.1 million (11.6%) higher than the revised estimate for 2018–19. This is mainly due to increased operating expenses, a net increase of 15 posts, filling of vacancies and salary increments for staff.

Programme (4)

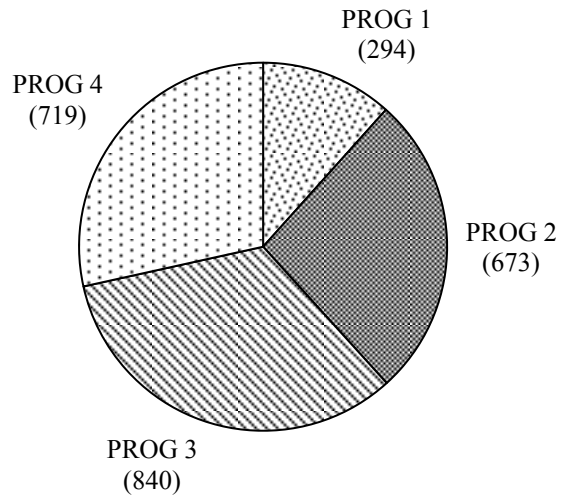
Provision for 2019–20 is \$71.2 million (17.3%) higher than the revised estimate for 2018–19. This is mainly due to increased operating expenses, a net increase of 55 posts, filling of vacancies and salary increments for staff.

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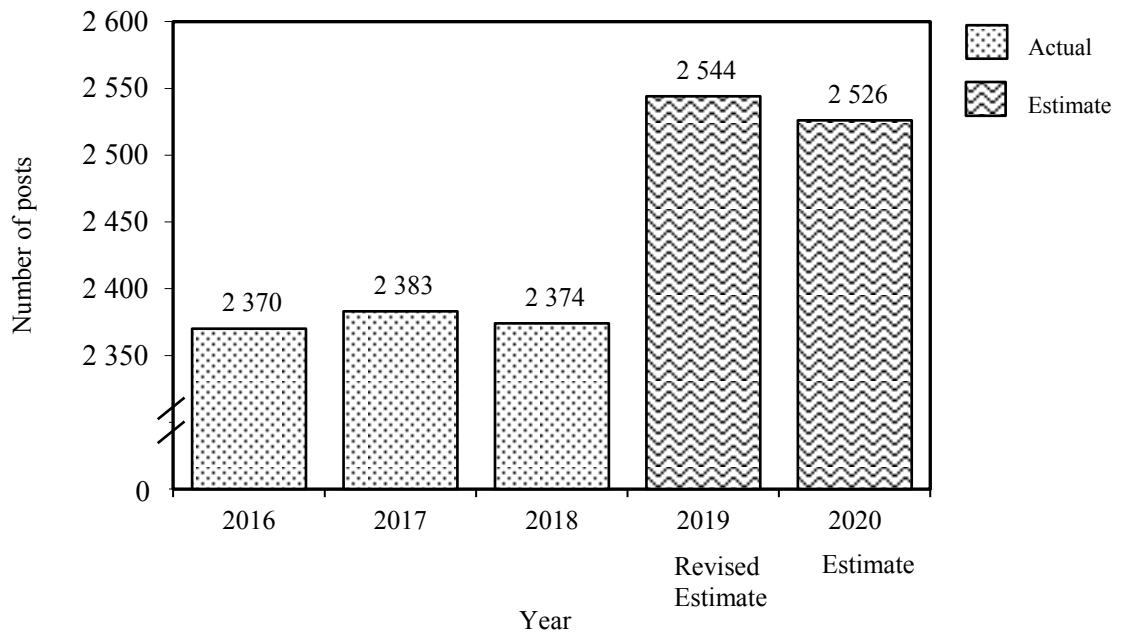
*Allocation of provision
to programmes
(2019-20)*



*Staff by programme
(as at 31 March 2020)*



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



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Sub-head (Code)	Actual expenditure 2017-18	Approved estimate 2018-19	Revised estimate 2018-19	Estimate 2019-20	
	\$'000	\$'000	\$'000	\$'000	
Operating Account					
Recurrent					
000	Operational expenses	1,602,610	1,818,167	1,734,443	1,978,916
280	Contribution to the Occupational Safety and Health Council.....	5,874	6,377	5,950	6,367
295	Contribution to the Occupational Deafness Compensation Board	2,056	2,232	2,083	2,228
	Total, Recurrent.....	<u>1,610,540</u>	<u>1,826,776</u>	<u>1,742,476</u>	<u>1,987,511</u>
Non-Recurrent					
700	General non-recurrent	316,827	321,600	279,202	75,200^η
	Total, Non-Recurrent.....	<u>316,827</u>	<u>321,600</u>	<u>279,202</u>	<u>75,200</u>
	Total, Operating Account	<u>1,927,367</u>	<u>2,148,376</u>	<u>2,021,678</u>	<u>2,062,711</u>
	Total Expenditure	<u><u>1,927,367</u></u>	<u><u>2,148,376</u></u>	<u><u>2,021,678</u></u>	<u><u>2,062,711</u></u>

^η Provision of \$75,200,000 is required mainly as a transitional arrangement for the disbursement of Work Incentive Transport Subsidy (WITS) by the Working Family and Student Financial Assistance Agency upon its takeover of the administration of individual-based WITS from 1 April 2019 and provision of a one-off extra payment to eligible recipients of the residual household-based WITS applications.

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Details of Expenditure by Subhead

The estimate of the amount required in 2019–20 for the salaries and expenses of the Labour Department is \$2,062,711,000. This represents an increase of \$41,033,000 over the revised estimate for 2018–19 and \$135,344,000 over the actual expenditure in 2017–18.

Operating Account

Recurrent

2 Provision of \$1,978,916,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the Labour Department. The increase of \$244,473,000 (14.1%) over the revised estimate for 2018–19 is mainly due to increased operating expenses.

3 The establishment as at 31 March 2019 will be 2 544 posts including one supernumerary post. It is expected that there will be a net decrease of 18 posts in 2019–20. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2019–20, but the notional annual mid-point salary value of all such posts must not exceed \$1,398,166,000.

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

	2017–18 (Actual) (\$'000)	2018–19 (Original) (\$'000)	2018–19 (Revised) (\$'000)	2019–20 (Estimate) (\$'000)
Personal Emoluments				
- Salaries.....	1,229,324	1,346,528	1,306,146	1,398,321
- Allowances.....	13,303	16,198	17,554	12,394
- Job-related allowances.....	—	3	3	3
Personnel Related Expenses				
- Mandatory Provident Fund contribution.....	4,643	5,574	5,030	8,578
- Civil Service Provident Fund contribution.....	47,790	61,161	57,450	69,862
Departmental Expenses				
- General departmental expenses	266,094	348,482	300,552	433,421
Other Charges				
- Campaigns, exhibitions and publicity.....	41,456	40,221	47,708	56,337
	1,602,610	1,818,167	1,734,443	1,978,916

5 Provision of \$6,367,000 under *Subhead 280 Contribution to the Occupational Safety and Health Council* is to meet the annual contribution to the Occupational Safety and Health Council (OSHC). The amount of contribution is currently based on a proportion of the amount of levy received by the OSHC, with the proportion equivalent to the ratio of the size of the civil service to the working population in Hong Kong.

6 Provision of \$2,228,000 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 OSHC.

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Commitments

Sub-head (Code)	Item (Code)	Ambit	Approved commitment	Accumulated expenditure to 31.3.2018	Revised estimated expenditure for 2018–19	Balance
			\$'000	\$'000	\$'000	\$'000
<i>Operating Account</i>						
700		<i>General non-recurrent</i>				
	803	Additional provision for Work Incentive Transport Subsidy (WITS) Scheme recipients 2019 τ	300 τ	—	—	300
	841	WITS Scheme	4,805,000	2,000,063	245,400	2,559,537
		Total	<u>4,805,300</u>	<u>2,000,063</u>	<u>245,400</u>	<u>2,559,837</u>

τ This is a new item, funding for which is sought in the context of the Appropriation Bill 2019.