

Head 90 — LABOUR DEPARTMENT

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

Estimate 2023–24 **\$2,913.2m**

Establishment ceiling 2023–24 (notional annual mid-point salary value) representing an estimated 2 555 non-directorate posts as at 31 March 2023 reducing by nine posts to 2 546 posts as at 31 March 2024..... **\$1,552.9m**

In addition, there will be an estimated 18 directorate posts as at 31 March 2023 reducing by one post to 17 posts as at 31 March 2024.

Commitment balance..... **\$840.1m**

Controlling Officer's Report

Programmes

<p>Programme (1) Labour Relations Programme (2) Employment Services Programme (3) Safety and Health at Work Programme (4) Employees' Rights and Benefits</p>	<p>These programmes contribute to Policy Area 8: Employment and Labour (Secretary for Labour and Welfare).</p>
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Detail

Programme (1): Labour Relations

	2021–22 (Actual)	2022–23 (Original)	2022–23 (Revised)	2023–24 (Estimate)
Financial provision (\$m)	260.3	297.0	285.4 (–3.9%)	312.4 (+9.5%)
				(or +5.2% on 2022–23 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 2022–23, the Department launched a series of promotional activities to enhance public understanding of the Employment Ordinance (Cap. 57) (EO) including the legislative amendments to EO on sickness allowance and employment protection under anti-epidemic measures. It also organised publicity activities on “employee-oriented” GHRM practices such as seminars, webinars and exhibitions. To mark the 25th anniversary of the establishment of the Hong Kong Special Administrative Region, the Department produced a TV programme to showcase tripartite collaboration of the Government, employees and employers on fostering harmonious labour relations and improving employees’ rights and benefits. Following the passage of the Employment and Retirement Schemes Legislation (Offsetting Arrangement) (Amendment) Bill 2022 in June 2022 to abolish the “offsetting” of severance payment and long service payment by the accrued benefits of employers’ mandatory contributions under the Mandatory Provident Fund System (the “offsetting” arrangement), the Department continued working at full steam on the implementation details in collaboration with relevant bureaux and departments as well as other stakeholders.

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

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

Targets

	Target	2021 (Actual)	2022 (Actual)	2023 (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
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	353	271#	360

The figure was lower than the target owing to the implementation of special work arrangements for government employees in 2022 in the light of the COVID-19 epidemic.

Indicators

	2021 (Actual)	2022 (Actual)	2023 (Estimate)
consultation meetings held.....	44 178	45 993	46 000
labour disputes and claims handled.....	11 112	10 685	10 700
labour disputes and claims with conciliation service rendered^	10 577	10 125	10 100
labour disputes and claims resolved through conciliation	7 891	7 685	7 650
labour disputes and claims resolved through conciliation (%)	74.6	75.9	75.7
working days lost from labour disputes known	145	0	N.A.
claims adjudicated by MECAB.....	508	806	800
cases of registration of new trade unions and changes of union names/rules	296	124	130

^ 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 2023–24

7 Major plans for 2023–24 include:

- finalising the supporting measures to assist employers to adapt to the abolition of the “offsetting” arrangement; and
- reviewing the continuous contract requirement under the EO.

Programme (2): Employment Services

	2021–22 (Actual)	2022–23 (Original)	2022–23 (Revised)	2023–24 (Estimate)
Financial provision (\$m)	596.8	736.0	622.5 (–15.4%)	834.1 (+34.0%)
				(or +13.3% on 2022–23 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.

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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. It also implements employment programmes with a view to promoting the employment of the elderly, young people and persons with disabilities. To encourage and support recent university graduates to work and pursue their career in the Guangdong-Hong Kong-Macao Greater Bay Area, the Department launched the pilot Greater Bay Area Youth Employment Scheme in January 2021.

10 The Department regulates employment agencies (EAs) in Hong Kong through licensing, inspection, complaint investigation and prosecution. 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. It will continue to take enforcement and prosecution action 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 expansion of Working Holiday Schemes with overseas economies as well as promotion of the Schemes so that more of our young people can broaden their horizons through temporarily living and working overseas.

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

Targets

	Target	2021 (Actual)	2022 (Actual)	2023 (Plan)
displaying vacancy information upon receipt of request from employers	90% of vacancies displayed within 5 working days	99% of vacancies displayed within 5 working days	98% 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 8 working days¶	within 2 weeks	within 8 working days¶	within 8 working days
inspections of EAs.....	2 000	2 048	1 714@	2 000

¶ Capitalising on a newly-launched e-service system, the target and actual time for issuing EA licences were expedited from “within two weeks” to “within eight working days” from the fourth quarter of 2022.

@ The figure was lower than the target owing to the implementation of special work arrangements for government employees in 2022 in the light of the COVID-19 epidemic.

Indicators

	2021 (Actual)	2022 (Actual)	2023 (Estimate)
able-bodied job seekers			
persons registered.....	42 985	26 998Φ	30 000
placements.....	197 793	164 713§	170 000
job seekers with disabilities			
persons registered.....	2 882	2 570	2 800
placements.....	2 375	2 412φ	2 400
young people enrolled in the Youth Employment and Training Programme (YETP)Ω.....	4 191	3 222	3 300
employment and self-employment advisory and support services provided by the Youth Employment Resource Centres.....	46 602	54 052	60 000
EA licences issued.....	3 466	3 550	3 550
applications under the SLS processed.....	1 178	1 549ε	1 170

Φ The figure was lower than that in 2021 owing to the implementation of special work arrangements for government employees in 2022 in the light of the COVID-19 epidemic.

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- § Of the 164 713 placements for able-bodied job seekers recorded by the Department in 2022, 4 198 placements were secured through the Department's referral service and 160 515 placements were made through job seekers' direct application to employers who advertised vacancies via the Department. The latter placement figure was derived from the Department's periodic sample surveys with employers.
- φ Of the 2 412 placements for job seekers with disabilities recorded by the Department in 2022, 1 592 placements were secured through the Department's referral service and 820 placements were made through job seekers' direct application to employers after receiving the Department's assistance.
- Ω YETP operates on a programme year basis, running from September each year to August of the following year. The numbers of trainees enrolled in 2021 and 2022 refer to the numbers of trainees enrolled in the 2020–21 programme year and the 2021–22 programme year respectively.
- ε To alleviate the grave challenge of manpower shortage in the care sector under the fifth wave of the COVID-19 epidemic, time-limited relaxation measures for the care sector were put in place under the SLS from March to May 2022, resulting in an increased number of applications processed.

Matters Requiring Special Attention in 2023–24

14 Major plans for 2023–24 include:

- launching the regularised Greater Bay Area Youth Employment Scheme; and
- strengthening employment support for ethnic minority job seekers.

Programme (3): Safety and Health at Work

	2021–22 (Actual)	2022–23 (Original)	2022–23 (Revised)	2023–24 (Estimate)
Financial provision (\$m)	713.5	751.3	753.8 (+0.3%)	878.7 (+16.6%)
				(or +17.0% on 2022–23 Original)

Aim

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

Brief Description

16 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) and in-depth inspections targeting specific risks or accident-prone workplaces, including those industries or establishments with poor performance records, are launched. Enhanced participation in site safety management committee meetings of public works projects continues. In 2022, SEOs were conducted in several areas, including new construction works (with emphasis on work-at-height, lifting operations and electrical works); renovation, maintenance, alteration and addition (RMAA) works; tower cranes; catering industry; logistics, cargo and container handling works; 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 seek 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. 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. Promotional visits are also conducted to encourage employers to take ownership in managing potential risks at workplaces.

17 In 2022–23, two large-scale promotional programmes were launched to promote safety awareness of the construction and catering industries. Promotion and publicity activities were also organised to raise the safety awareness of those involved in the operation of heavy machineries, electrical work, truss-out bamboo scaffolding works, etc. The Department continued to intensify promotion and publicity efforts through delivering safety messages in a more targeted manner, including making wider use of social media platforms, partnering with workers' unions in conducting on-site promotion, disseminating safety messages in channels popular amongst workers, etc.

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18 In 2022–23, the Department launched another large-scale promotional campaign on heat stroke prevention for ten targeted high-risk industries in collaboration with the Occupational Safety and Health Council (OSHC), including a Portable Waist Fan Sponsorship Scheme. Through promoting the use of portable waist fans, broadcasting publicity video and conducting workplace visits, the campaign sought to remind workers and their employers of the potential hazards of working under very hot weather and the need to take suitable preventive measures. The Department also launched the Heart Caring Campaign in collaboration with the OSHC which, by promoting the implementation of health-friendly measures at workplace, aimed to encourage property management employees and construction workers to properly manage their health and risks of contracting cardiovascular and cerebrovascular diseases. Besides, the Department developed a new guidance notes on preventing gas poisoning in drainage works with a view to enhancing the safety and health of workers engaged in such works. In addition, the Department launched the three-year Pilot Rehabilitation Programme for Employees Injured at Work to provide timely private out-patient rehabilitation treatment services for participating injured construction employees to facilitate their early recovery and return to work.

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

Targets

	Target	2021 (Actual)	2022 (Actual)	2023 (Plan)
inspections under the FIUO and the OSHO ^Ψ	114 700	130 676	121 448	135 900
inspections per field inspector under the FIUO and the OSHO	450	427 ^α	390 ^α	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	4 922	5 110	5 730
inspections under the BPVO	4 630	4 680	4 669	4 630
inspections per field inspector under the BPVO	1 030	1 040	1 038	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	1 881 ^α	1 768 ^α	1 940

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 63 481 in 2022. 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 2022 were 4 846, 1 583 and 1 950 respectively.

α The figure was lower than the target owing to the implementation of special work arrangements for government employees in the light of the COVID-19 epidemic.

Indicators

	2021 (Actual)	2022 (Actual)	2023 (Estimate)
fatal accidents in industrial undertakings	25	258	N.A.
non-fatal accidents in industrial undertakings	8 840	7 1278	N.A.
accident rate per 1 000 industrial employees	15.2	12.58	N.A.
fatal accidents in non-industrial undertakings ^Δ	238	2298	N.A.
non-fatal accidents in non-industrial undertakings	21 345	22 5748	N.A.
accident rate per 1 000 employees in non-industrial undertakings	9.3	9.98	N.A.
investigation of accidents at workplaces	16 978	16 673	20 200
warnings issued by occupational safety officers	26 489	25 921	33 600
prosecutions taken	2 465	2 716	3 000
suspension/improvement notices issued	5 066	4 812	4 840
investigation of occupational diseases and occupational health problems	2 614	2 541	2 600
medical examinations	1 625	1 625	1 600
clinical consultations	10 040	9 177	10 700
occupational hygiene surveys [‡]	6 510	5 598	6 300
pressure equipment newly registered	2 137	1 941	2 000

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	2021 (Actual)	2022 (Actual)	2023 (Estimate)
examinations conducted and exemptions granted for the issue or endorsement of certificates of competency	453	484	500
warnings issued under the BPVO	2 859	2 440	3 000

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 are unrelated to work as suggested by medical and other evidence.

‡ An occupational hygiene survey is an assessment on the general/specific health hazards that a workplace may cause 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.

Matters Requiring Special Attention in 2023–24

20 Major plans for 2023–24 include:

- providing full support to the Legislative Council in the scrutiny of the bill to increase the maximum penalties for occupational safety and health offences in order to enhance their deterrent effect;
- introducing legislative amendments to expand the notification mechanism of construction works to cover those of shorter duration or engaging less workers but involving relatively high risks to facilitate early inspection by the Department;
- promoting the adoption of Construction Design and Management by different stakeholders of the construction industry in planning and designing construction projects, so as to eradicate or mitigate occupational safety and health risks that may arise during construction and maintenance of these projects;
- intensifying preventive and enforcement efforts to tackle fall-from-height hazards and other work hazards in workplaces through executing targeted inspection strategies, uplifting the safety of tower cranes, etc., especially for the construction industry;
- further enhancing the safety of truss-out bamboo scaffolding works through refining the relevant code of practice, strengthening safety training as well as enhancing inspection and enforcement;
- collaborating with the OSHC as well as the property management and construction industries to promote the use of light-duty working platforms for minor RMAA works carried out in residential units, in order to enhance the safety of above-ground work; and
- developing guidelines based on the Hong Kong Heat Index to require employers to take preventive measures in accordance with prescribed criteria to protect employees from heat stroke at work.

Programme (4): Employees' Rights and Benefits

	2021–22 (Actual)	2022–23 (Original)	2022–23 (Revised)	2023–24 (Estimate)
Financial provision (\$m)	704.1	930.9	757.7 (–18.6%)	888.0 (+17.2%)
				(or –4.6% on 2022–23 Original)

Aim

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

Brief Description

22 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 the Reimbursement of Maternity Leave Pay Scheme, and investigating complaints relating to the employment of imported workers.

23 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.

24 The Department organises territory-wide publicity activities to assist employers and employees in understanding their obligations and entitlements under the SMW regime.

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25 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.

26 The Department continues to provide support and assistance to foreign domestic helpers (FDHs) and employers through the dedicated FDH Portal and hotline, collaboration with consulates-general and various publicity efforts.

27 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.

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

Targets

	Target	2021 (Actual)	2022 (Actual)	2023 (Plan)
inspections to workplaces	140 000	135 370	136 802 ^Θ	150 000
inspections per field labour inspector	780	691	661 ^γ	780
starting investigation of complaints by labour inspector	within 1 week upon receipt ^β	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 8 weeks ^λ	within 10 weeks	within 8 weeks	within 8 weeks

Θ Out of the total 136 802 workplace inspections in 2022, 12 932 (9.5%) workplaces were locked, 16 861 (12.3%) were removed and 65 (0.05%) were not in operation. The inspection figure was lower than the target owing to the implementation of special work arrangements for government employees in 2022 in the light of the COVID-19 epidemic.

γ The figure was lower than the target owing to the implementation of special work arrangements for government employees in 2022 in the light of the COVID-19 epidemic.

β Labour inspectors will start investigation within one week upon receipt of the complaint by the Labour Inspection Division.

λ The target is revised from ten weeks to eight weeks as from 2022.

Indicators

	2021 (Actual)	2022 (Actual)	2023 (Estimate)
warnings issued	457	426	430
prosecutions taken	2 803	2 479	2 500
sick leave clearance interviews for injured employees conducted	38 636	33 758	41 000
employees' compensation claims processed	42 547	42 358	43 000
applications for payment under the PWIF processed	3 738	2 447	3 000
applications for reimbursement of maternity leave pay processed [§]	5 405 [□]	7 723	8 000
cases related to imported workers under the SLS investigated	73	82	80

§ New indicator as from 2023.

□ The Reimbursement of Maternity Leave Pay Scheme was implemented on 1 April 2021.

Matters Requiring Special Attention in 2023–24

29 Major plans for 2023–24 include:

- supporting the Minimum Wage Commission in conducting a study on the review mechanism of SMW; and
- implementing and monitoring the enhanced procedures for processing applications under the PWIF.

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ANALYSIS OF FINANCIAL PROVISION

	2021–22 (Actual) (\$m)	2022–23 (Original) (\$m)	2022–23 (Revised) (\$m)	2023–24 (Estimate) (\$m)
Programme				
(1) Labour Relations.....	260.3	297.0	285.4	312.4
(2) Employment Services	596.8	736.0	622.5	834.1
(3) Safety and Health at Work.....	713.5	751.3	753.8	878.7
(4) Employees' Rights and Benefits.....	704.1	930.9	757.7	888.0
	2,274.7	2,715.2	2,419.4 (–10.9%)	2,913.2 (+20.4%)

(or +7.3% on
2022–23 Original)

Analysis of Financial and Staffing Provision

Programme (1)

Provision for 2023–24 is \$27.0 million (9.5%) higher than the revised estimate for 2022–23. This is mainly due to increased operating expenses, cash flow requirement for a non-recurrent item relating to the Employers' Designated Savings Account Scheme, filling of vacancies and salary increments for staff. There will be a net decrease of one post in 2023–24.

Programme (2)

Provision for 2023–24 is \$211.6 million (34.0%) higher than the revised estimate for 2022–23. This is mainly due to additional provision for regularising the Greater Bay Area Youth Employment Scheme, increased expenditure on employment programmes and operating expenses, filling of vacancies and salary increments for staff. There will be a net decrease of eight posts in 2023–24.

Programme (3)

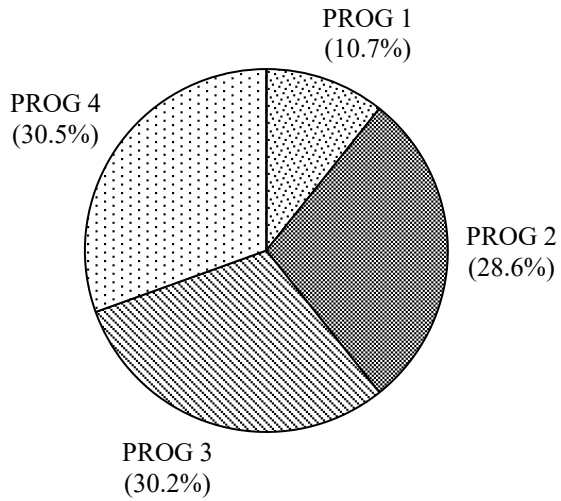
Provision for 2023–24 is \$124.9 million (16.6%) higher than the revised estimate for 2022–23. This is mainly due to increased operating expenses, cash flow requirement for a non-recurrent item relating to the Pilot Rehabilitation Programme for Employees Injured at Work, filling of vacancies and salary increments for staff.

Programme (4)

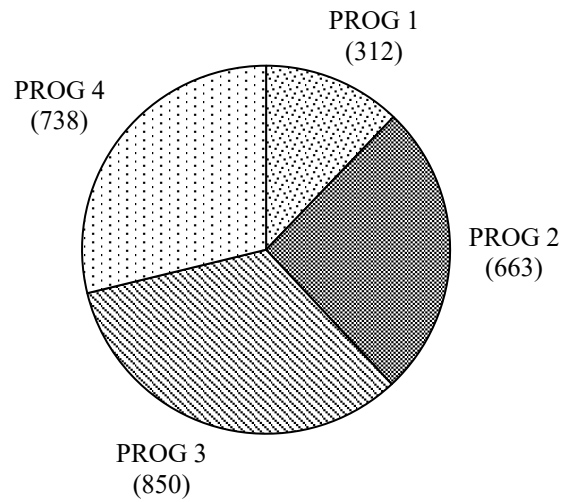
Provision for 2023–24 is \$130.3 million (17.2%) higher than the revised estimate for 2022–23. This is mainly due to increased provision for the implementation of the Reimbursement of Maternity Leave Pay Scheme, increased operating expenses, filling of vacancies and salary increments for staff. There will be a net decrease of one post in 2023–24.

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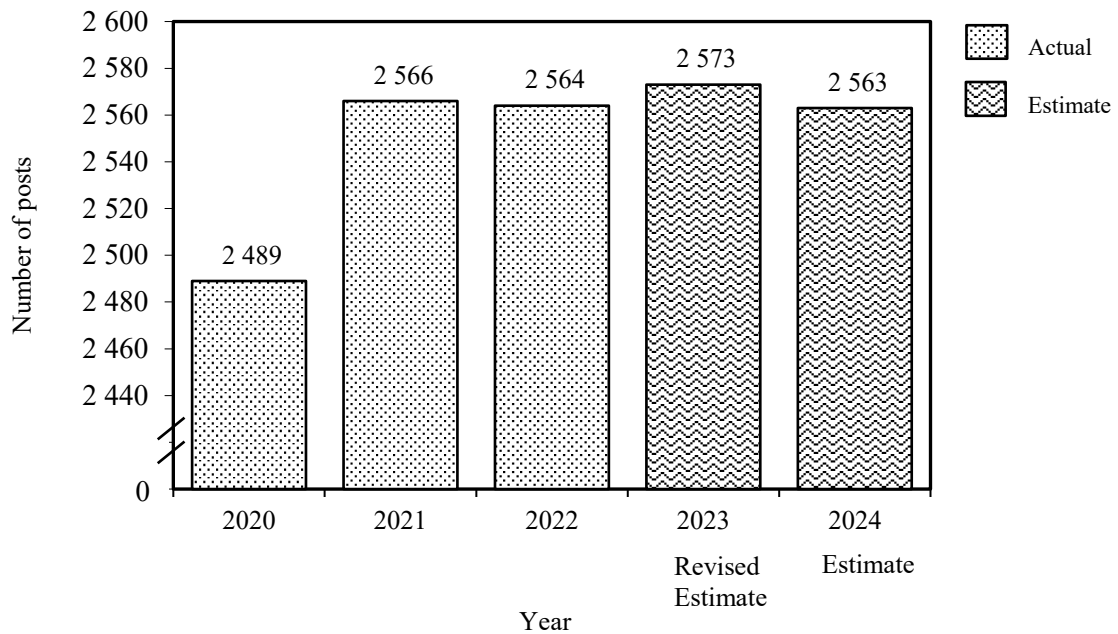
*Allocation of provision
to programmes
(2023-24)*



*Staff by programme
(as at 31 March 2024)*



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



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Sub-head (Code)		Actual expenditure 2021–22	Approved estimate 2022–23	Revised estimate 2022–23	Estimate 2023–24
		\$'000	\$'000	\$'000	\$'000
Operating Account					
Recurrent					
000	Operational expenses	2,063,817	2,277,204	2,155,435	2,439,877
276	Implementation of the Reimbursement of Maternity Leave Pay Scheme	192,967	386,000	211,600	329,700
280	Contribution to the Occupational Safety and Health Council	8,174	8,880	8,762	9,375
295	Contribution to the Occupational Deafness Compensation Board	2,861	3,108	3,067	3,281
	Total, Recurrent	2,267,819	2,675,192	2,378,864	2,782,233
Non-Recurrent					
700	General non-recurrent	6,904	40,017	40,582	130,984
	Total, Non-Recurrent	6,904	40,017	40,582	130,984
	Total, Operating Account	2,274,723	2,715,209	2,419,446	2,913,217
Total Expenditure					
		2,274,723	2,715,209	2,419,446	2,913,217

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Details of Expenditure by Subhead

The estimate of the amount required in 2023–24 for the salaries and expenses of the Labour Department is \$2,913,217,000. This represents an increase of \$493,771,000 over the revised estimate for 2022–23 and \$638,494,000 over the actual expenditure in 2021–22.

Operating Account

Recurrent

2 Provision of \$2,439,877,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the Labour Department. The increase of \$284,442,000 (13.2%) over the revised estimate for 2022–23 is mainly due to increased operating expenses.

3 The establishment as at 31 March 2023 will be 2 573 posts including two supernumerary posts. It is expected that there will be a net decrease of ten posts in 2023–24. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2023–24, but the notional annual mid-point salary value of all such posts must not exceed \$1,552,927,000.

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

	2021–22 (Actual) (\$'000)	2022–23 (Original) (\$'000)	2022–23 (Revised) (\$'000)	2023–24 (Estimate) (\$'000)
Personal Emoluments				
- Salaries	1,473,256	1,532,776	1,534,345	1,607,208
- Allowances	26,097	24,933	26,405	20,142
- Job-related allowances.....	298	3	503	603
Personnel Related Expenses				
- Mandatory Provident Fund contribution	6,572	4,631	5,349	3,865
- Civil Service Provident Fund contribution	87,709	94,837	100,099	112,092
Departmental Expenses				
- General departmental expenses	393,412	569,785	438,405	642,979
Other Charges				
- Campaigns, exhibitions and publicity	76,473	50,239	50,329	52,988
	2,063,817	2,277,204	2,155,435	2,439,877

5 Provision of \$329,700,000 under *Subhead 276 Implementation of the Reimbursement of Maternity Leave Pay Scheme* is to meet the expenditure on reimbursing employers for the additional four weeks' maternity leave pay under the Employment Ordinance (Cap. 57) and other operating expenses. There is an increase of \$118,100,000 (55.8%) over the revised estimate for 2022–23 to cater for possible increases in reimbursement payout and other expenses under the Scheme.

6 Provision of \$9,375,000 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.

7 Provision of \$3,281,000 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 31.3.2022	Revised estimated expenditure for 2022–23	Balance
			\$'000	\$'000	\$'000	\$'000
<i>Operating Account</i>						
700		<i>General non-recurrent</i>				
	805	Pilot Rehabilitation Programme for Employees Injured at Work.....	434,343	—	38,229	396,114
	806	Implementation of the Employers' Designated Savings Account Scheme.....	447,230	904	2,353	443,973
		Total	881,573	904	40,582	840,087