

Head 90 — LABOUR DEPARTMENT

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

Estimate 2024–25	\$2,952.2m
Establishment ceiling 2024–25 (notional annual mid-point salary value) representing an estimated 2 545 non-directorate posts as at 31 March 2024 reducing by 43 posts to 2 502 posts as at 31 March 2025	\$1,607.2m
In addition, there will be an estimated 17 directorate posts as at 31 March 2024 and as at 31 March 2025.	
Commitment balance.....	\$355.4m

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

	2022–23 (Actual)	2023–24 (Original)	2023–24 (Revised)	2024–25 (Estimate)
Financial provision (\$m)	269.9	312.4	285.6 (–8.6%)	319.0 (+11.7%)
				(or +2.1% on 2023–24 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 2023–24, the Department organised a wide range of publicity activities, such as seminars, webinars and exhibitions, to enhance public understanding of the Employment Ordinance (Cap. 57) (EO) and to promote “employee-oriented” GHRM practices. It also launched the Good Employer Charter 2024 to promote employers’ adoption of GHRM measures and implementation of family-friendly employment practices. To prepare for the implementation of the abolition of using the accrued benefits of employers’ mandatory contributions under the Mandatory Provident Fund System to offset severance payment and long service payment (the “offsetting” arrangement) on 1 May 2025, the Department stepped up the publicity on the “offsetting” arrangement and kick-started the development of the Government Subsidy Scheme.

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	2022 (Actual)	2023 (Actual)	2024 (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	271#	406	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

	2022 (Actual)	2023 (Actual)	2024 (Estimate)
consultation meetings held.....	45 993	52 248	52 200
labour disputes and claims handled.....	10 685	12 228	12 200
labour disputes and claims with conciliation service rendered^	10 125	11 421	11 400
labour disputes and claims resolved through conciliation	7 685	8 822	8 800
labour disputes and claims resolved through conciliation (%)	75.9	77.2	77.2
working days lost from labour disputes known	0	0	N.A.
claims adjudicated by MECAB.....	806	1 066	1 060
cases of registration of new trade unions and changes of union names/rules	124	151	150

^ 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 2024–25

7 Major plans for 2024–25 include:

- preparing for the implementation of the Government Subsidy Scheme to assist employers to adapt to the abolition of the “offsetting” arrangement to be effective on 1 May 2025;
- amending the “continuous contract” requirement under the EO after the Labour Advisory Board has reached a consensus on the working hour threshold; and
- collecting data and information on the working situation of digital platform workers.

Programme (2): Employment Services

	2022–23 (Actual)	2023–24 (Original)	2023–24 (Revised)	2024–25 (Estimate)
Financial provision (\$m)	634.6	834.1	665.4 (–20.2%)	889.7 (+33.7%)
				(or +6.7% on 2023–24 Original)

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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. It also implements employment programmes with a view to promoting the employment of the elderly, young people and persons with disabilities. To sustain the support for recent university graduates to reap the opportunities of the Guangdong-Hong Kong-Macao Greater Bay Area, the Department implemented the regularised Greater Bay Area Youth Employment Scheme in March 2023.

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 Enhanced Supplementary Labour Scheme (ESLS) (previously called the Supplementary Labour Scheme (SLS)) and ensuring employment priority for local workers in filling ESLS 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	2022 (Actual)	2023 (Actual)	2024 (Plan)
displaying vacancy information upon receipt of request from employers	90% of vacancies displayed within 5 working days	98% of vacancies displayed within 5 working days	99% 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 8 working days¶	within 8 working days	within 8 working days
inspections of EAs.....	2 000	1 714@	2 010	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

	2022 (Actual)	2023 (Actual)	2024 (Estimate)
able-bodied job seekers			
persons registered.....	26 998	35 379	37 000
placements.....	164 713	153 488§	160 000
job seekers with disabilities			
persons registered.....	2 570	2 840	2 800
placements.....	2 412	2 406φ	2 400
young people enrolled in the Youth Employment and Training Programme (YETP)Ω.....	3 222	3 053	3 100
employment and self-employment advisory and support services provided by the Youth Employment Resource Centres.....	54 052	63 610	60 000

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	2022 (Actual)	2023 (Actual)	2024 (Estimate)
EA licences issued.....	3 550	3 833	3 800
applications under the SLS/ESLS processed θ	1 564 ϵ	1 284 ϵ	2 000θ

§ Of the 153 488 placements for able-bodied job seekers recorded by the Department in 2023, 6 389 placements were secured through the Department’s referral service and 147 099 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 2 406 placements for job seekers with disabilities recorded by the Department in 2023, 1 637 placements were secured through the Department’s referral service and 769 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 2022 and 2023 refer to the numbers of trainees enrolled in the 2021–22 programme year and the 2022–23 programme year respectively.

Θ Revised description of the previous indicator “applications under the SLS processed” as from 2024.

ϵ To reflect more accurately the processing of applications, the figures of this indicator have been adjusted to include only applications with results finalised during the year and applications under processing have been excluded. The figure of 2022 was higher than that of 2023 owing to the time-limited relaxation measures for the care sector implemented from March to May 2022.

θ The estimate for 2024 is higher than the actual figure of 2023 owing to the enhanced coverage of ESLS for labour importation implemented since 4 September 2023.

Matters Requiring Special Attention in 2024–25

14 Major plans for 2024–25 include:

- launching the Re-employment Allowance Pilot Scheme; and
- promulgating the revised Code of Practice for Employment Agencies.

Programme (3): Safety and Health at Work

	2022–23 (Actual)	2023–24 (Original)	2023–24 (Revised)	2024–25 (Estimate)
Financial provision (\$m)	759.7	878.7	783.6 (–10.8%)	899.4 (+14.8%)
				(or +2.4% on 2023–24 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). On top of 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 2023, 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; catering industry activities; logistics, cargo and container handling work; waste management work, 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 free 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 2023–24, a large-scale promotional programme was launched to promote safety awareness of the construction industry. Promotion and publicity activities were also organised to raise the safety awareness of those involved in the operation of heavy machineries, work-above-ground, truss-out bamboo scaffolding works, etc. The Department continued to intensify promotion and publicity efforts through delivering safety messages, such as the core theme of complying with occupational safety and health legislation is a shared obligation for employers and employees in a more targeted manner, including making wider use of different publicity 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 2023–24, the Department launched another large-scale promotional campaign on heat stroke prevention for 12 target high-risk industries in collaboration with the Occupational Safety and Health Council (OSHC), including the Enhanced Portable Waist Fan Sponsorship Scheme, to remind employers and employees of the risks of heat stroke when working under very hot weather and the need to take suitable preventive measures. Besides, the Department issued the “Guidance Notes on Prevention of Heat Stroke at Work” (GN) and launched the Heat Stress at Work Warning (HSWW) to facilitate employers in taking necessary preventive measures to protect employees from heat stroke at work. Publicity and promotion of the GN and HSWW was carried out in collaboration with OSHC, including the setting up of a designated website and a 24-hour WhatsApp Hotline on prevention of heat stroke at work.

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

Targets

	Target	2022 (Actual)	2023 (Actual)	2024 (Plan)
inspections under the FIUO and the OSHOΨ	114 700	121 448	141 996	135 900
inspections per field officer under the FIUO and the OSHO@.....	450	390 ^α	471	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	5 110	5 821	5 730
inspections under the BPVO	4 630	4 669	4 657	4 630
inspections per field inspector under the BPVO.....	1 030	1 038	1 036	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	1 768 ^α	2 235	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 87 139 in 2023. 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 2023 were 8 632, 2 565 and 3 823 respectively.

@ Revised description of the previous target “inspections per field inspector under the FIUO and the OSHO” as from 2024.

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

	2022 (Actual)	2023 (Actual)	2024 (Estimate)
fatal accidents in industrial undertakings.....	25	23δ	N.A.
non-fatal accidents in industrial undertakings.....	7 737	7 501δ	N.A.
accident rate per 1 000 industrial employees	13.5	12.8δ	N.A.
fatal accidents in non-industrial undertakingsΔ	241	249δ	N.A.
non-fatal accidents in non-industrial undertakings	24 023	19 700δ	N.A.
accident rate per 1 000 employees in non-industrial undertakings.....	10.6	8.6δ	N.A.
investigation of accidents at workplaces.....	16 673	19 064	19 200
warnings issued by occupational safety officers.....	25 921	32 279	32 500
prosecutions taken.....	2 716	3 201	3 320
suspension/improvement notices issued	4 812	5 576	5 170
investigation of occupational diseases and occupational health problems.....	2 541	2 328	2 400
medical examinations.....	1 625	1 520	1 500
clinical consultations.....	9 177	13 043	12 000
occupational hygiene surveys‡	5 598	6 071	5 700
pressure equipment newly registered.....	1 941	1 905	2 000

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	2022 (Actual)	2023 (Actual)	2024 (Estimate)
examinations conducted and exemptions granted for the issue or endorsement of certificates of competency.....	484	504	500
warnings issued under the BPVO	2 440	2 544	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 2024–25

20 Major plans for 2024–25 include:

- bringing the remaining four process elements specified in Part 3 of Schedule 4 of the Factories and Industrial Undertakings (Safety Management) Regulation (Cap. 59AF) into operation;
- extending the Pilot Rehabilitation Programme for Employees Injured at Work to cover the “catering and hotel industry” and the “transportation and logistics industry” with the aim of benefiting more injured employees;
- further enhancing the safety of truss-out bamboo scaffolding works through refining the relevant code of practice and strengthening safety training;
- enhancing the occupational safety and health performance in works in confined spaces through refining the “Code of Practice – Safety and Health at Work in Confined Spaces” under Section 7A of the FIUO for the purpose of providing practical guidance in respect of the provisions of the Factories and Industrial Undertakings (Confined Spaces) Regulation (Cap. 59AE);
- intensifying preventive and enforcement efforts to tackle fall-from-height hazards and other work hazards in workplaces through executing targeted inspection strategies, etc., especially for the construction industry, including public works projects;
- 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; and
- 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.

Programme (4): Employees’ Rights and Benefits

	2022–23 (Actual)	2023–24 (Original)	2023–24 (Revised)	2024–25 (Estimate)
Financial provision (\$m)	782.2	888.0	748.2 (–15.7%)	844.1 (+12.8%)

(or –4.9% on
2023–24 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 (RMLPS), 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 the 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	2022 (Actual)	2023 (Actual)	2024 (Plan)
inspections to workplaces	140 000	136 802 ^γ	150 172 [⊖]	150 000
inspections per field labour inspector	780	661 ^γ	774	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	within 8 weeks	within 8 weeks	within 8 weeks

^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.

[⊖] Out of the total 150 172 workplace inspections in 2023, 12 700 (8.5%) workplaces were locked, 16 110 (10.7%) were removed and 39 (0.03%) were not in operation.

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

Indicators

	2022 (Actual)	2023 (Actual)	2024 (Estimate)
warnings issued	426	362	360
prosecutions taken.....	2 479	3 408	3 400
sick leave clearance interviews for injured employees conducted.....	33 758	38 473	38 500
employees' compensation claims processed.....	42 358	41 758	42 000
applications for payment under the PWIF processed.....	2 447	3 904	3 900
applications for reimbursement of maternity leave pay processed	7 723	7 198	7 500
cases related to imported workers under the SLS/ESLS investigated ^ψ	82	119	120

^ψ Revised description of the previous indicator "cases related to imported workers under the SLS investigated" as from 2024.

Matters Requiring Special Attention in 2024–25

29 Major plans for 2024–25 include:

- following up on the recommendations made by the Minimum Wage Commission on enhancing the review mechanism of SMW; and
- reviewing the coverage of ex gratia payment of severance payment under the PWIF.

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ANALYSIS OF FINANCIAL PROVISION

Programme	2022–23 (Actual) (\$m)	2023–24 (Original) (\$m)	2023–24 (Revised) (\$m)	2024–25 (Estimate) (\$m)
(1) Labour Relations.....	269.9	312.4	285.6	319.0
(2) Employment Services	634.6	834.1	665.4	889.7
(3) Safety and Health at Work.....	759.7	878.7	783.6	899.4
(4) Employees' Rights and Benefits.....	782.2	888.0	748.2	844.1
	2,446.4	2,913.2	2,482.8 (–14.8%)	2,952.2 (+18.9%)

(or +1.3% on
2023–24 Original)

Analysis of Financial and Staffing Provision

Programme (1)

Provision for 2024–25 is \$33.4 million (11.7%) higher than the revised estimate for 2023–24. This is mainly due to increased operating expenses, filling of vacancies and salary increments for staff. There will be a net increase of 11 posts in 2024–25.

Programme (2)

Provision for 2024–25 is \$224.3 million (33.7%) higher than the revised estimate for 2023–24. This is mainly due to increased expenditure on employment programmes, additional provision for the new Re-employment Allowance Pilot Scheme, increased operating expenses, filling of vacancies and salary increments for staff. There will be a net decrease of 11 posts in 2024–25.

Programme (3)

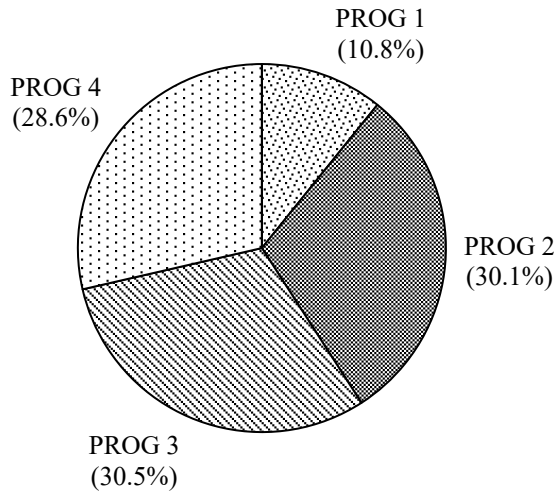
Provision for 2024–25 is \$115.8 million (14.8%) higher than the revised estimate for 2023–24. This is mainly due to increased cash flow requirement for a non-recurrent item relating to the Pilot Rehabilitation Programme for Employees Injured at Work, increased operating expenses, filling of vacancies and salary increments for staff. There will be a net decrease of 26 posts in 2024–25.

Programme (4)

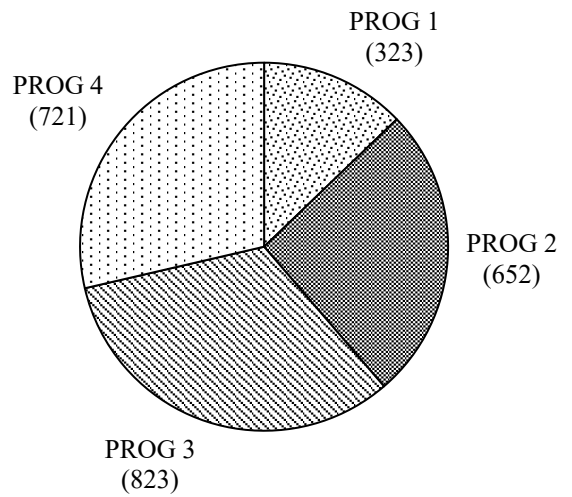
Provision for 2024–25 is \$95.9 million (12.8%) higher than the revised estimate for 2023–24. This is mainly due to increased provision for the implementation of the RMLPS, increased operating expenses, filling of vacancies and salary increments for staff. There will be a net decrease of 17 posts in 2024–25.

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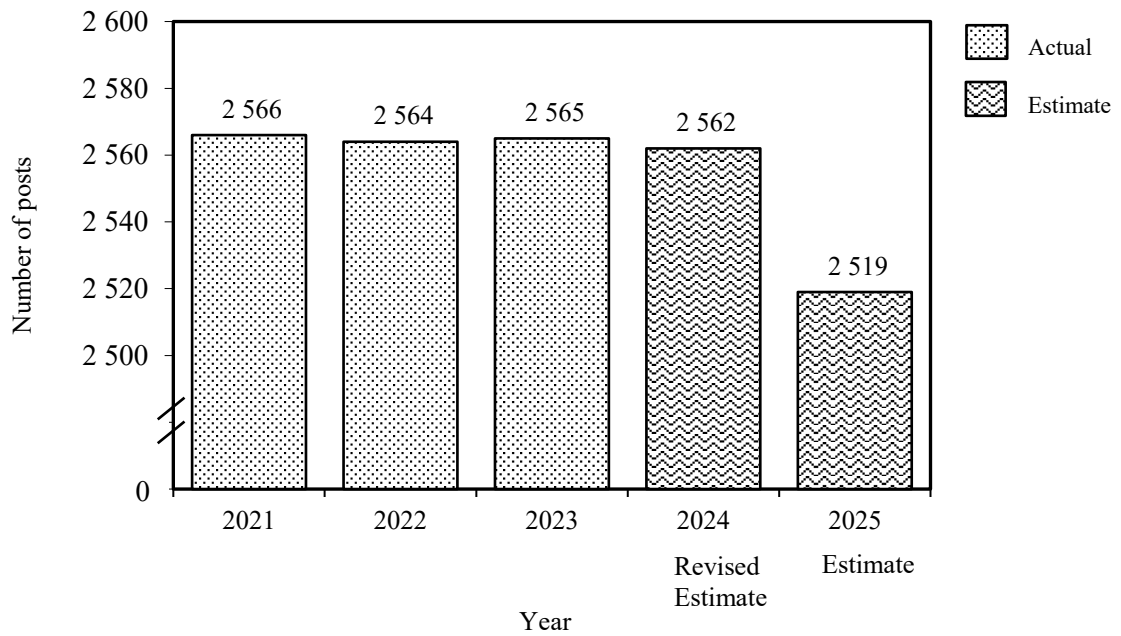
Allocation of provision to programmes (2024-25)



Staff by programme (as at 31 March 2025)



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



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Sub-head (Code)	Actual expenditure 2022–23	Approved estimate 2023–24	Revised estimate 2023–24	Estimate 2024–25	
	\$'000	\$'000	\$'000	\$'000	
Operating Account					
Recurrent					
000	Operational expenses	2,173,814	2,439,877	2,220,277	2,584,518
276	Implementation of the Reimbursement of Maternity Leave Pay Scheme	222,583	329,700	208,504	268,000
280	Contribution to the Occupational Safety and Health Council	8,368	9,375	8,205	8,779
295	Contribution to the Occupational Deafness Compensation Board	2,929	3,281	2,872	3,073
	Total, Recurrent	<u>2,407,694</u>	<u>2,782,233</u>	<u>2,439,858</u>	<u>2,864,370</u>
Non-Recurrent					
700	General non-recurrent	38,686	130,984	42,928	87,817
	Total, Non-Recurrent	<u>38,686</u>	<u>130,984</u>	<u>42,928</u>	<u>87,817</u>
	Total, Operating Account	<u>2,446,380</u>	<u>2,913,217</u>	<u>2,482,786</u>	<u>2,952,187</u>
Total Expenditure					
		<u><u>2,446,380</u></u>	<u><u>2,913,217</u></u>	<u><u>2,482,786</u></u>	<u><u>2,952,187</u></u>

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Details of Expenditure by Subhead

The estimate of the amount required in 2024–25 for the salaries and expenses of the Labour Department is \$2,952,187,000. This represents an increase of \$469,401,000 over the revised estimate for 2023–24 and \$505,807,000 over the actual expenditure in 2022–23.

Operating Account

Recurrent

2 Provision of \$2,584,518,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the Labour Department. The increase of \$364,241,000 (16.4%) over the revised estimate for 2023–24 is mainly due to increased operating expenses.

3 The establishment as at 31 March 2024 will be 2 562 posts including one supernumerary post. It is expected that there will be a net decrease of 43 posts in 2024–25. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2024–25, but the notional annual mid-point salary value of all such posts must not exceed \$1,607,170,000.

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

	2022–23 (Actual) (\$'000)	2023–24 (Original) (\$'000)	2023–24 (Revised) (\$'000)	2024–25 (Estimate) (\$'000)
Personal Emoluments				
- Salaries	1,511,851	1,607,208	1,587,224	1,664,859
- Allowances	30,262	20,142	23,102	16,285
- Job-related allowances.....	239	603	300	100
Personnel Related Expenses				
- Mandatory Provident Fund contribution	5,235	3,865	5,139	2,733
- Civil Service Provident Fund contribution	100,654	112,092	114,052	142,027
Departmental Expenses				
- General departmental expenses	464,748	642,979	438,074	693,358
Other Charges				
- Campaigns, exhibitions and publicity	60,825	52,988	52,386	65,156
	2,173,814	2,439,877	2,220,277	2,584,518

5 Provision of \$268 million 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 \$59,496,000 (28.5%) over the revised estimate for 2023–24 to cater for possible increases in reimbursement payout under the Scheme.

6 Provision of \$8,779,000 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 \$3,073,000 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 31.3.2023	Revised estimated expenditure for 2023–24	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	36,366	42,618	355,359
		Total	<u>434,343</u>	<u>36,366</u>	<u>42,618</u>	<u>355,359</u>

- ◇ The coverage of this item will be expanded to include the “catering and hotel industry” and the “transportation and logistics industry” in addition to the “construction industry”. Approval for the expanded coverage is sought in the context of the Appropriation Bill 2024.