

Dear Mr. Whyte,

We refer the meeting (ACEHK/RSSA) held on 13 May 2011 and confirmed our requests as follows:

1. Implementation of 5-Days Works Scheme for RSS

This would bring the RSS practice in line with the Civil Servant Practice, promoting the current social trend towards a work-family balance and emulating the standards adopted in the Mainland and other countries in South East Asia. Through the adjustments of the daily working hours, the minimum weekly time spent for each individual specified in TC 4/2008 would not be affected. Furthermore, should more flexibility be given to duty rosters, RSS supervision on Saturdays, public holidays or outside normal working hour (for projects requiring night works) could also be covered. This might usher in an efficacious impetus to attract more youngsters to join the RSS field, alleviating the dire need for new blood.

2. Lift gratuity for Type B RSS Clerical/Secretarial staff to 15%

It is unfair to the Type B clerical/secretarial staff that the completion of their employment contracts only attracts 10% gratuity, 5% lower than other ranks of Type B staff. With consideration of the element of 5% MPF contribution from the Employer in the gratuity, the paltry 5% net reward reaped by Type B clerical/secretarial staff is not sufficient to captivate them in their positions throughout the periods of their employment contracts. For choking off the flux of these staff to bolster up the effectiveness of site running, it is desirable to take some measures to wean them off switching jobs. Lifting the gratuity for these staff to 15%, same as the value for other ranks of Type B staff, is deemed to be a panacea to restore the effectiveness cum harmony in the RSS field.

3. Unify the working hours of in-door and out-door RSS

Currently, the working hours of in-door and out-door staff are calculated in different ways (i.e. out-door staff: 45 hours/week net, **excluding LUNCH BREAK**; in-door staff: 44hours/week, **including LUNCH BREAK**). This has engendered a belief that out-door staff are not paid for lunch hours. The difference in the lunch hour calculations would certainly undermine the morale of the out-door RSS.

4. Counting relevant working experience for RSS incremental credits despite demotion or rejoining

Admittedly, input from experienced RSS is an ingredient for success of the site supervision of a project. However, it seems that valuable experience possessed by RSS veterans are sometimes ignored during the counts for incremental credits. It is unreasonable to cut their relevant experience by putting blame on their non-government project stints or their pathetic slippage in the rank ladder resulting from their barren attempts to find jobs in the dwindled market in the past difficult years, with no fault of themselves. Their knowledge and experience should not have been lost as time passed. To redress the unfairness, the remuneration system should be tweaked by setting salaries commensurately with relevant experience, similar to the norm for other fields. This will definitely entice RSS veterans in returning to the RSS field.

In addition, we confirm that RSSA supports the implementation of the RSS uniform scheme. As agreed at the meeting, RSSA will float some proposals for the RSS uniform, i.e. shirt, trouser, jacket etc to ACEHK for its further consideration.

Best Regards,

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