



立法會  
LEGISLATIVE COUNCIL

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20 June 2006

Mr Vincent Cheng Hoi Chuen, JP  
The Chairman  
Independent Commission on Remuneration  
for Members of the Executive Council  
and the Legislature of the HKSAR  
The Hongkong and Shanghai Banking  
Corporation Limited  
Level 34, HSBC Main Building  
1 Queen's Road Central  
Hong Kong

Dear *Vincent*,

**Review of the Remuneration Package for LegCo Members**

Thank you for meeting us on 6 June 2006 discussing the Subcommittee's recommendations in its Second Report. The meeting was very useful for us to elaborate on our recommendations and clarify points raised by the Independent Commission.

The Subcommittee would like to reiterate the following major points made at the meeting:

- (a) The proposed enhancement rate of Members' Operating Expenses Reimbursement (OER) by up to 20% is a compromised rate agreed among Members of various political groupings. The enhancement will be particularly important to directly-elected Members, bearing in mind the substantial growth of geographical constituencies in terms of area and population over the years. There is a need for Members of various political groupings to set up their district offices in respective geographical constituencies. Due to the inadequacy of OER, Members do not have resources to set up sufficient district offices, hence affecting the quality of service to their constituencies. As OER is paid on an accountable basis, the enhanced OER will not be abused;

- (b) Members are of the view that LegCo membership is now a professional job, and the Subcommittee's recommendations regarding Members' remuneration package are made on this premise. A reasonable remuneration package, including an enhanced monthly salary as well as medical and retirement benefits, is necessary in order to attract and retain political talent. In this connection, the Independent Commission is strongly urged to critically review the underlying principle governing Members' remuneration that "LegCo membership is not a job, but a form of public service";
- (c) The level of Members' remuneration has been lagging behind for many years; the proposal that Members' remuneration should be comparable to the salary range of the directorate officers in the Hong Kong Civil Service was first made in 1994;
- (d) The rationale of linking Members' remuneration to that of the directorate officers in the Hong Kong Civil Service is modelled on that for university vice-chancellors and presidents. Depending on the size of the universities, the remuneration of the university vice-chancellors and presidents is pegged at certain percentage of that of the then Chief Secretary at D10 level. Pegging a Member's salary to certain percentage of the salary range of the directorate officers reflects the social status of a Member and is a reference point for the consideration of the Independent Commission. Alternatively, an independent remuneration scale may be set for Members; and
- (e) Although only 14 Members have declared themselves full-time legislators, there are in fact more Members working full-time on LegCo business. Under the present constitutional system, a person is eligible to be nominated as a candidate at an election for a functional constituency only if the person has a substantial connection with the constituency. In the circumstances, many Members returned from functional constituencies cannot declare themselves full-time legislators even though they spend almost all their time on LegCo business.

To follow up on the discussion at the meeting with the Independent Commission, the Subcommittee would like to forward some further views for your consideration:

- (a) Top priority consideration should be given to the Subcommittee's recommendations relating to OER, i.e. an enhanced level of OER and shared employment of staff by Members, which, if approved, should be implemented as soon as possible. The second priority should be given to Members' medical and retirement benefits. As consideration of Members' monthly remuneration is a sensitive and complicated issue which might take more time, this should be given third priority;

- (b) With regard to the issue on "shared employment of staff by Members", it is proposed to put in the joint employment contract the proportion of accountability by individual Members for the staff concerned;
- (c) For the sake of impartiality, the Subcommittee suggests that the Independent Commission might wish to engage an independent consultant (e.g. Watson Wyatt Hong Kong Ltd, Hay Group) to evaluate the work of LegCo Members with a view to drawing up an appropriate remuneration package for them; and
- (d) It is understood that the Administration will soon issue a consultation paper on the development of political appointment system. Some media reports speculate that some posts of political assistants (at D3 level) will be created to provide support to policy secretaries and as a means to groom political talent. There is no doubt that Hong Kong should have a proper system for nurturing political talents and developing a career path for persons of such calibre. The system should include both elective and appointed political offices.

As requested by members of the Independent Commission at the meeting, I forward the following additional information for your consideration:

- (a) Revised fact sheet on "Preliminary Observations on the Retirement and Medical Benefits for Members in Selected Overseas Legislatures" which includes information on Singapore (**Appendix I**);
- (b) Revised fact sheet on "Annual Salary of Major Office-holders in Selected Overseas Legislatures and Governments" which includes information on Singapore (**Appendix II**); and
- (c) Information note on "Numbers of offices operated and staff employed by Members" (**Appendix III**).

Yours sincerely



(Patrick Lau Sau-shing)  
Chairman, Subcommittee on Members'  
Remuneration and Operating  
Expenses Reimbursement

Encls.

c.c. Director of Administration

## FACT SHEET

### Preliminary Observations on the Retirement and Medical Benefits for Members in Selected Overseas Legislatures

#### 1. Introduction

1.1 In January 2006, the Legislative Council Commission requested the Research and Library Services Division to conduct a research on the budgetary arrangements for overseas legislatures. One of the issues covered by the research, which is going to be completed by June 2006, is on whether Members of overseas legislatures are entitled to retirement and medical benefits. This fact sheet presents the preliminary observations on the issue to facilitate the deliberation of the Subcommittee on Members' Remuneration and Operating Expenses Reimbursement.

1.2 The overseas legislatures studied in the research are the House of Representatives in the United States (US), the House of Commons in the United Kingdom (UK), the House of Commons in Canada, the Parliament of Singapore and the Legislative Assembly in the State of New South Wales (NSW) in Australia.

#### 2. Retirement benefits

2.1 The research finds that all selected legislatures provide retirement benefits to Members.

##### House of Representatives in the United States

2.2 In the US, Members are covered by one of the following retirement arrangements, which are developed by Congress but administered by the federal government:

- (a) full coverage under both the Civil Service Retirement System (CSRS) and the Social Security System;
- (b) the "CSRS Offset" plan, which includes both CSRS and the Social Security System, with CSRS contributions and benefits being reduced by Social Security contributions and benefits;
- (c) the Federal Employees' Retirement System (FERS) plus the Social Security System; or
- (d) the Social Security System alone.

2.3 While the Social Security System is jointly financed by Members and the federal government, all the other plans involved in these retirement arrangements are jointly financed by Members and Congress. Taking into account the uncertain tenure of congressional service, both CSRS and FERS require Members and the responsible authorities to make more contribution than most other federal employees so as to gain larger retirement benefits. Under CSRS, the contribution rate for federal employees is 7% of their salaries, while that for their employing agencies is 7% of payroll. The contribution rate for Members is 8% of their salaries, while that for Congress is 8% of payroll. Under FERS, the contribution rate for federal employees is 0.8% of their salaries, while that for their employing agencies is about 10.7% of payroll. The contribution rate for Members is 1.3% of their salaries, while that for Congress is 15.8% of payroll.

#### House of Commons in the United Kingdom

2.4 In the UK, all Members are entitled to participate in the Parliamentary Contributory Pension Fund provided by the UK Parliament. The Fund is the retirement scheme for not only Members but also government ministers. It is contributed by both participants and the government. The contribution rate for Members is 10% of their salaries, while the government's contributions are paid at a rate recommended from time to time by the Government Actuary. The Fund is administered by a trustee comprising nine members, eight of whom are Members.

#### House of Commons in Canada

2.5 In Canada, all Members are required to participate in the retirement scheme under the Members of Parliament Retiring Allowance Act. The contribution rate for Members is 7% of their salaries. The government's contribution rate varies from year to year, depending on the financial performance of the retirement scheme. According to Parliament, the retirement benefits for Members are generally considered to be more generous than those available to senior civil servants.

#### Parliament of Singapore

2.6 In Singapore, Members elected before 1995 are entitled to participate in the Parliamentary Pensions Scheme under which the pensions they receive depend on their length of parliamentary service. Members elected after 1995 must participate in the Central Provident Fund, which is jointly financed by Members and the government. The contribution rate of a Member ranges from 5% to 20% of his or her allowance,<sup>1</sup> depending on his or her age. The younger a Member is, the higher rate the Member is required to pay. The government contribution rate for a Member ranges from 3.5% to 16% of the Member's allowance, which also depends on the age of the Member. The younger the Member is, the higher rate the government is required to pay.

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<sup>1</sup> In Singapore, a Member's income from Parliament is called "allowance" instead of "salary" because, according to the Parliament Secretariat, the parliamentary duties performed by Members are generally considered as part-time.

### Legislative Assembly in the State of New South Wales

2.7 In NSW, Members are entitled to participate in the Parliamentary Contributory Superannuation Fund established by the NSW Parliament. The NSW government contributes monthly to the Fund an amount equivalent to 12.5% of a Member's salary. Members can also contribute to the Fund on a voluntary basis. The Fund is administered by a trustee, with most members being Members of the Legislative Assembly. According to the Legislative Assembly, the retirement benefits for Members are generally considered to be more generous than those available to senior civil servants.

## **3. Medical benefits**

3.1 The research finds that Members in the US and Canada are entitled to medical benefits as part of their remuneration package. In the UK, Members are only provided with in-house medical services while working at Parliament. In NSW, Members are not entitled to any medical benefits or services provided by the Legislative Assembly or the state government.

### House of Representatives in the United States

3.2 In the US, Members are eligible to participate in the Federal Employees Health Benefits Program (FEHBP) on a voluntary basis, as serving and retired federal employees do. Under the programme, Members can select from among a variety of health benefit plans with varying levels of benefits and premiums. The federal government pays not more than 75% of the total premium for any plan selected by a participant. In addition, similar to federal employees, Members are automatically enrolled in the Basic Life Insurance under the Federal Employees' Group Life Insurance (FEGLI) Program. The cost of the Basic Life Insurance is shared between a Member and the federal government, with the Member paying two-thirds and the federal government one-third.

### House of Commons in Canada

3.3 In Canada, Members are entitled to medical benefits, which are also available to civil servants. In particular, they are entitled to participate in the Public Service Health Care Plan, which provides Members, their spouses and dependants with coverage for costs they have incurred for eligible services and products. Following the same arrangement for civil servants, the funding of the Plan is 75% from the House and 25% from Members. Members are also entitled to participate in the Public Service Dental Care Plan. The cost of the Plan for Members is fully paid by the House.

Parliament of Singapore

3.4 In Singapore, Members elected before 1995 are entitled to participate in the Co-payment on Ward Scheme, the benefits of which include the provision of free-of-charge outpatient treatments at any Government Outpatient Dispensary. Members elected after 1995 are entitled to participate in the Medisave cum Subsidized Outpatient Scheme, the benefits of which include a subsidy of up to SG\$350 (HK\$1,700) per calendar year for a Member's medical expenses at any Government Outpatient Dispensary. In addition, like ordinary citizens, Members are required to contribute to their Medisave Accounts under the Central Provident Fund.

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Research and Library Services Division  
8 June 2006  
Tel: 2869 9621

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## FACT SHEET

### Annual Salary<sup>1</sup> of Major Office-holders in Selected Overseas Legislatures<sup>2</sup> and Governments<sup>3</sup> (as of May 2006)

	Hong Kong	Singapore	United States	United Kingdom	Canada	New South Wales of Australia
<b>Member of legislature</b>	HK\$652,680	SG\$142,800 <sup>5</sup> (HK\$700,000)	US\$165,200 (HK\$1,280,000)	£59,095 (HK\$850,000)	CAN\$147,700 (HK\$1,035,000)	AU\$110,650 (HK\$650,000)
<b>President/Speaker of legislature</b>	HK\$1,305,240	Information not available	US\$208,100 (HK\$1,614,000)	£133,997 (HK\$1,930,000)	CAN\$218,500 (HK\$1,530,000)	AU\$173,721 (HK\$1,020,000)
<b>President's Deputy/ Deputy Speaker of legislature</b>	HK\$979,200	Information not available	Not applicable	£97,949 (HK\$1,410,000)	CAN\$184,500 (HK\$1,293,000)	AU\$143,845 (HK\$846,000)
<b>Head of government: Chief Executive/ President/ Prime Minister/ Premier</b>	HK\$2,934,780 (excluding all other entitlements)	About SG\$1,940,000 (HK\$9,500,000)	US\$400,000 (HK\$3,100,000)	£183,932 (HK\$2,650,000)	CAN\$295,400 (HK\$2,070,000)	AU\$215,768 (HK\$1,270,000)
<b>Cabinet Minister</b>	Principal officer: <sup>4</sup> HK\$3,219,660 (including salary and all other entitlements)	SG\$1,166,844 (HK\$5,700,000) to SG\$1,458,040 (HK\$7,140,000) (as of 2003)	US\$180,100 (HK\$1,400,000)	£133,997 (HK\$1,930,000)	CAN\$218,500 (HK\$1,530,000)	AU\$173,721 (HK\$1,020,000)
<b>Statutory contribution rate of retirement plan for Member of legislature</b>	Member is not entitled to any retirement benefit.	5% to 20% of Member's allowance under the Central Provident Fund scheme.	<ul style="list-style-type: none"> <li>• 8% of Member's salary under the Civil Service Retirement System; or</li> <li>• 1.3% of Member's salary under the Federal Employees' Retirement System</li> </ul>	10% of Member's salary	7% of Member's salary	Member needs not contribute. Government's contribution is equal to 12.5% of Member's salary

<sup>1</sup> Excluding all other entitlements.

<sup>2</sup> The legislatures are the Singapore Parliament, the United States House of Representatives, the United Kingdom House of Commons, the Canadian House of Commons and the New South Wales Legislative Assembly.

<sup>3</sup> The governments are the Singapore government, the United States federal government, the United Kingdom central government, the Canadian federal government and the New South Wales state government.

<sup>4</sup> Excluding the Chief Secretary, the Financial Secretary and the Secretary for Justice.

<sup>5</sup> This is the annual allowance of an Elected Member. In Singapore, a Member's income from Parliament is called "allowance" instead of "salary" because, according to the Parliament Secretariat, the parliamentary duties performed by Members are generally considered as part-time. Parliament has 94 Members, comprising 84 Elected Members, one Non-Constituency Member and nine Nominated Members. In 2004, the annual allowance of a Non-Constituency or Nominated Member was SG\$13,200 (HK\$63,000). Parliament can meet at any time of a year. The date of the sitting can be specifically named by Parliament upon its adjournment or otherwise called by the Speaker. In 2005, Parliament had a total of 31 sittings, each of which usually started at 1:30 pm and lasted for not more than six hours. In 2005, a total of 38 Bills were introduced in and passed by Parliament. The majority of Bills are scrutinized by the whole House sitting as a Committee, and the rest by ad hoc Select Committees. In addition, Parliament has seven standing Select Committees to handle other House affairs.

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**Subcommittee on Members' Remuneration  
and Operating Expenses Reimbursement**

**Information Note**

**Numbers of offices operated and staff employed by Members**

**Purpose**

This information note reports on the numbers of offices operated and staff employed by Legislative Council (LegCo) Members in September 2005.

**Background**

2. In the year ended 30 September 2005, 43 Members used 90% or more of the claimable amount (i.e. \$1,331,160 a year) under Office Operation Expenses Reimbursement (OOER). A few Members also reported their over-ceiling expenses voluntarily. Details of these statistics are provided in LC Paper No. AS 204/05-06.

3. In addition, the number of offices operated by Members who used 99% or more of the claimable OOER is provided in LC Paper No. AS 227/05-06.

**Statistics**

Offices operated

4. The following table summarizes the numbers of offices operated by Members in September 2005, including the central offices provided free of charge by the LegCo Secretariat for individual Members:

	No. of offices	
	Average	Range
<b>Overall (60 Members)</b>	2.3	0 — 5.5
Functional Constituencies (30 Members)	1.5	0 — 2.5
Geographical Constituencies (30 Members)	3.1	1 — 5.5

(Please see *Appendix I* for details.)

5. A Member may or may not take up the rent-free central office provided by the Secretariat. Besides, Members are not obliged to inform the Secretariat those offices for which they do not claim rental reimbursement. In the statistics above, only those rent-free central offices taken up and district offices funded by OOER are included. There was one Member who had not taken up the rent-free central office and he had not claimed any rental reimbursement for the office space he used for LegCo business.

6. In accounting for a joint office, only the portion for which rental reimbursement was claimed has been included in the statistics.

7. Prepared on the same basis as stated in paragraphs 4 to 6 above, the following tables show the numbers of offices operated by Members who used (a) 99% or more and (b) 90% or more of the claimable OOER:

(a) 99% or more of OOER claimed

	No. of offices	
	Average	Range
<b>Overall (24 Members)</b>	3.0	1 — 5.5
Functional Constituencies (6 Members)	1.8	1 — 2
Geographical Constituencies (18 Members)	3.4	2 — 5.5

(Please see *Appendix I(a)* for details; reproduced from LC Paper No. AS 227/05-06.)

(b) 90% or more of OOER claimed

	No. of offices	
	Average	Range
<b>Overall (43 Members)</b>	2.5	1 — 5.5
Functional Constituencies (17 Members)	1.4	1 — 2
Geographical Constituencies (26 Members)	3.3	1 — 5.5

(Please see *Appendix I(b)* for details.)

## Staff employed

8. The following table shows the average numbers of staff employed by Members in September 2005:

	Average no. of staff	
	Full-time	Part-time
<b>Overall (60 Members)</b>	5.0	2.0
Functional Constituencies (30 Members)	3.6	1.7
Geographical Constituencies (30 Members)	6.3	2.2

(Please see *Appendix II* for details.)

9. The following table further analyses the average numbers of staff employed by Members who used 90% or more of the claimable OOER:

	Average no. of staff	
	Full-time	Part-time
<b>Overall (43 Members)</b>	5.8	1.7
Functional Constituencies (17 Members)	4.6	0.8
Geographical Constituencies (26 Members)	6.6	2.3

(Please see *Appendix II(a)* for details.)

10. Most (i.e. 37%) of the full-time staff had a monthly salary in the \$5,000 to \$9,999 range, followed by another 30% in the \$10,000 to \$14,999 range. Further breakdowns of the salaries offered to full-time and part-time staff are set out in **Appendices III and IV** respectively.

\* \* \* \* \*

Accounts Office  
Legislative Council Secretariat  
June 2006

**Number of Central & District Offices operated by  
LegCo Members in the year ended 30 September 2005  
(Position as in September 2005)**

**Overall (60 Members)**

No. of Members	No. of Central Offices		No. of District Offices <sup>(note)</sup>										No. of Offices Each	Total No. of Offices
	0	1	0	0.5	1	1.5	2	2.5	3	3.5	4	4.5		
1	0		0										0	0
3	0				1								1	3
9		1	0										1	9
6		1		0.5									1.5	9
18		1			1								2	36
2		1				1.5							2.5	5
10		1					2						3	30
2		1						2.5					3.5	7
4		1							3				4	16
2		1								3.5			4.5	9
2		1									4		5	10
1		1										4.5	5.5	5.5
<b>60</b>		<b>56</b>						<b>83.5</b>					—	<b>139.5</b>

**Functional Constituencies (30 Members)**

No. of Members	No. of Central Offices		No. of District Offices <sup>(note)</sup>										No. of Offices Each	Total No. of Offices
	0	1	0	0.5	1	1.5	2	2.5	3	3.5	4	4.5		
1	0		0										0	0
3	0				1								1	3
7		1	0										1	7
6		1		0.5									1.5	9
11		1			1								2	22
2		1				1.5							2.5	5
<b>30</b>		<b>26</b>						<b>20.0</b>					—	<b>46</b>

**Geographical Constituencies (30 Members)**

No. of Members	No. of Central Offices		No. of District Offices <sup>(note)</sup>										No. of Offices Each	Total No. of Offices
	0	1	0	0.5	1	1.5	2	2.5	3	3.5	4	4.5		
2		1	0										1	2
7		1			1								2	14
10		1					2						3	30
2		1						2.5					3.5	7
4		1							3				4	16
2		1								3.5			4.5	9
2		1									4		5	10
1		1										4.5	5.5	5.5
<b>30</b>		<b>30</b>						<b>63.5</b>					—	<b>93.5</b>

(Note) For an office shared by two or more LegCo/District Council Members, only the shared portion of the office is counted for compiling the above statistics.

**Number of Central & District Offices operated by  
LegCo Members who claimed 99% or more of the reimbursable amount for  
office operation expenses in the year ended 30 September 2005  
(Position as in September 2005)**

**Overall (24 Members)**

No. of Members	No. of Central Offices		No. of District Offices <sup>(note)</sup>							No. of Offices Each	Total No. of Offices
	0	1	1	2	2.5	3	3.5	4	4.5		
1		1								1	1
9		1	1							2	18
6		1		2						3	18
2		1			2.5					3.5	7
2		1				3				4	8
2		1					3.5			4.5	9
1		1						4		5	5
1		1							4.5	5.5	5.5
<b>24</b>		<b>24</b>								<b>—</b>	<b>71.5</b>

**Functional Constituencies (6 Members)**

No. of Members	No. of Central Offices		No. of District Offices <sup>(note)</sup>							No. of Offices Each	Total No. of Offices
	0	1	1	2	2.5	3	3.5	4	4.5		
1		1								1	1
5		1	1							2	10
<b>6</b>		<b>6</b>								<b>—</b>	<b>11</b>

**Geographical Constituencies (18 Members)**

No. of Members	No. of Central Offices		No. of District Offices <sup>(note)</sup>							No. of Offices Each	Total No. of Offices
	0	1	1	2	2.5	3	3.5	4	4.5		
4		1	1							2	8
6		1		2						3	18
2		1			2.5					3.5	7
2		1				3				4	8
2		1					3.5			4.5	9
1		1						4		5	5
1		1							4.5	5.5	5.5
<b>18</b>		<b>18</b>								<b>—</b>	<b>60.5</b>

(Note) For an office shared by two or more LegCo/District Council Members, only the shared portion of the office is counted for compiling the above statistics.

**Number of Central & District Offices operated by  
LegCo Members who claimed 90% or more of the reimbursable amount for  
office operation expenses in the year ended 30 September 2005  
(Position as in September 2005)**

**Overall (43 Members)**

No. of Members	No. of Central Offices		No. of District Offices <sup>(note)</sup>										No. of Offices Each	Total No. of Offices
	0	1	0	0.5	1	1.5	2	2.5	3	3.5	4	4.5		
2	0				1								1	2
7		1	0										1	7
3		1		0.5									1.5	4.5
12		1			1								2	24
8		1					2						3	24
2		1						2.5					3.5	7
4		1							3				4	16
2		1								3.5			4.5	9
2		1									4		5	10
1		1										4.5	5.5	5.5
<b>43</b>	<b>41</b>							<b>68.0</b>					<b>—</b>	<b>109</b>

**Functional Constituencies (17 Members)**

No. of Members	No. of Central Offices		No. of District Offices <sup>(note)</sup>										No. of Offices Each	Total No. of Offices
	0	1	0	0.5	1	1.5	2	2.5	3	3.5	4	4.5		
2	0				1								1	2
6		1	0										1	6
3		1		0.5									1.5	4.5
6		1			1								2	12
<b>17</b>	<b>15</b>							<b>9.5</b>					<b>—</b>	<b>24.5</b>

**Geographical Constituencies (26 Members)**

No. of Members	No. of Central Offices		No. of District Offices <sup>(note)</sup>										No. of Offices Each	Total No. of Offices
	0	1	0	0.5	1	1.5	2	2.5	3	3.5	4	4.5		
1		1	0										1	1
6		1			1								2	12
8		1					2						3	24
2		1						2.5					3.5	7
4		1							3				4	16
2		1								3.5			4.5	9
2		1									4		5	10
1		1										4.5	5.5	5.5
<b>26</b>	<b>26</b>							<b>58.5</b>					<b>—</b>	<b>84.5</b>

(Note) For an office shared by two or more LegCo/District Council Members, only the shared portion of the office is counted for compiling the above statistics.



**Number of full-time and part-time staff  
employed by LegCo Members in the year ended 30 September 2005  
(Position as in September 2005)**

**Overall (60 Members)**

		No. of part-time staff									
		0	1	2	3	4	5	6	7	10	15
No. of full-time staff	0			1							1
	1				1						
	2	1		2	2					1	
	3	3	3	1		1	1				
	4	3	4	2	1						
	5	3	3		2	1		1			
	6		4		1		1		1		
	7	4		2		1					
	8	1	2								
	9	1			1						
	10	1									
	11		1								
	13		1								

**Functional Constituencies (30 Members)**

		No. of part-time staff									
		0	1 <sup>θ</sup>	2	3	4	5	6	7	10	15
No. of full-time staff	0			1							1
	1				1						
	2	1		2	2						
	3	3	3	1							
	4	3	2	1							
	5 <sup>#</sup>	1	3 <sup>Δ</sup>		2						
	6		1								
	7			1							
	10	1									

**Geographical Constituencies (30 Members)**

		No. of part-time staff									
		0	1	2	3	4	5	6	7	10	15
No. of full-time staff	2									1	
	3					1	1				
	4		2	1	1						
	5	2				1		1			
	6		3		1		1		1		
	7	4		1		1					
	8	1	2								
	9	1			1						
	11		1								
	13		1								

Each number within the shaded area represents the number of Members who had Y full-time staff (see scale on left) and X part-time staff (see scale on top). E.g. In the middle table, there were 3 Members (Δ), each with 5 full-time staff (#) and 1 part-time staff (θ).

**Number of full-time and part-time staff  
employed by LegCo Members who claimed 90% or more of the reimbursable amount  
for office operation expenses in the year ended 30 September 2005  
(Position as in September 2005)**

**Overall (43 Members)**

		No. of part-time staff									
		0	1	2	3	4	5	6	7	10	15
No. of full-time staff	2	1								1	
	3	1	2	1			1				
	4	3	2		1						
	5	2	3		1	1		1			
	6		4		1		1		1		
	7	4		2		1					
	8	1	2								
	9	1			1						
	10	1									
	11		1								
	13		1								

**Functional Constituencies (17 Members)**

		No. of part-time staff									
		0	1 <sup>θ</sup>	2	3	4	5	6	7	10	15
No. of full-time staff	2	1									
	3	1	2	1							
	4	3	1								
	5 <sup>#</sup>	1	3 <sup>Δ</sup>		1						
	6		1								
	7			1							
	10	1									

**Geographical Constituencies (26 Members)**

		No. of part-time staff									
		0	1	2	3	4	5	6	7	10	15
No. of full-time staff	2									1	
	3						1				
	4		1		1						
	5	1				1		1			
	6		3		1		1		1		
	7	4		1		1					
	8	1	2								
	9	1			1						
	11		1								
	13		1								

Each number within the shaded area represents the number of Members who had Y full-time staff (see scale on left) and X part-time staff (see scale on top). E.g. In the middle table, there were 3 Members (Δ), each with 5 full-time staff (#) and 1 part-time staff (θ).

**Salary distribution of full-time employees hired by Members  
in the year ended 30 September 2005  
(based on reimbursement claims in respect of September 2005)**

Monthly Salary Range (\$)	No. of Full-time Employees <sup>#</sup>		
	Employed by the 43 Members who used 90% or more of the claimable OOER (A)	Employed by the other 17 Members who used less than 90% of the claimable OOER (B)	Total (A)+(B)
0 - 4,999	3	2	5
5,000 - 9,999	102	7	109
10,000 - 14,999	77	11	88
15,000 - 19,999	28	9	37
20,000 - 24,999	17	12	29
25,000 - 29,999	12	2	14
30,000 - 34,999	7	2	9
35,000 - 39,999	3	2	5
40,000 - 44,999	1	0	1
<b>Total</b>	<b>250</b>	<b>47</b>	<b>297</b>

<sup>#</sup> Employees who usually work 30 hours or more a week are classified as full-time staff.

OOER Office Operation Expenses Reimbursement

**Salary distribution of part-time employees hired by Members  
in the year ended 30 September 2005  
(based on reimbursement claims in respect of September 2005)**

Salary Range (\$)	No. of Part-time Employees <sup>0</sup>		
	Employed by the 43 Members who used 90% or more of the claimable OOER (A)	Employed by the other 17 Members who used less than 90% of the claimable OOER (B)	Total (A)+(B)
0 - 999	5	0	5
1,000 - 1,999	7	1	8
2,000 - 2,999	12	16	28
3,000 - 3,999	11	4	15
4,000 - 4,999	15	7	22
5,000 - 5,999	10	4	14
6,000 - 6,999	5	4	9
7,000 - 7,999	2	1	3
8,000 - 8,999	1	2	3
9,000 - 9,999	0	1	1
10,000 - 10,999	1	2	3
11,000 - 11,999	2	0	2
12,000 - 12,999	2	0	2
⋮	⋮	⋮	⋮
14,000 - 14,999	0	1	1
15,000 - 15,999	1	0	1
⋮	⋮	⋮	⋮
20,000 - 20,999	0	1	1
<b>Total</b>	<b>74</b>	<b>44</b>	<b>118</b>

<sup>0</sup> Employees who usually work less than 30 hours a week are classified as part-time staff.

OOER Office Operation Expenses Reimbursement