



DAILY INFORMATION BULLETIN

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WEDNESDAY, OCTOBER 15, 1980

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EMPLOYERS URGED TO BE SENSITIVE TO CHANGES
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THE COMMISSIONER FOR LABOUR, MR J.N. HENDERSON, TODAY URGED EMPLOYERS TO BE SENSITIVE TO FACTORS THAT ARE RESULTING IN A CHANGING PATTERN OF EMPLOYEE RELATIONS.

HE WAS SPEAKING ON +EMPLOYEE RELATIONS+ AT A TWO-DAY CONFERENCE, ENTITLED +PERSONNEL MANAGEMENT INTO THE 80'S+, ORGANISED BY THE HONG KONG INSTITUTE OF PERSONNEL MANAGEMENT.

AMONG THE FACTORS CITED BY MR HENDERSON ARE A MUCH MORE EDUCATED YOUNG WORKFORCE, UPGRADING OF INDUSTRY, GREATER NEED FOR QUALITY CONTROL, AND GREATER PRODUCTIVITY.

IN ADDITION, THE LOCAL POLITICAL CLIMATE IS CHANGING IN THAT ISSUES ARE RAISED MORE FREELY AND WITH MORE CONFIDENCE BY UNIONS, PRESSURE GROUPS AND THE MEDIA.

DEVELOPMENT OF CHINA'S FOUR MODERNISATIONS IS ALSO HAVING ITS EFFECT ON THE LOCAL SCENE.

+ALL THESE FACTORS OF CHANGE AND MANY OTHERS I HAVE NOT HAD TIME TO MENTION CANNOT HELP BUT RESULT IN A CHANGING PATTERN OF EMPLOYEE RELATIONS.

+IT IS UP TO YOU - THE PERSONNEL MANAGERS - TO PERCEIVE THESE IN RELATION TO YOUR OWN ORGANISATIONS, AND BE FLEXIBLE ENOUGH IN YOUR APPROACH TO EMPLOYEE RELATIONS TO TAKE ACCOUNT OF THESE CHANGES AND BE SENSITIVE TO THEM,+ MR HENDERSON TOLD THE CONFERENCE.

HE SAID MANY RESPONSES WERE POSSIBLE, FROM JOINT CONSULTATION TO MANY OTHER FORMS OF EMPLOYEE PARTICIPATION. THERE WERE ALSO MANY DIFFERENT RELATIONSHIPS POSSIBLE WITH UNIONS AND IT WAS UNWISE TO PRETEND THAT THEY DID NOT EXIST.

+YOUR TASK IS TO FIND FIRST THE RIGHT MIX AND APPROACH FOR YOUR OWN ORGANISATION, SECONDLY TO ENSURE THAT YOUR ATTITUDES AND STRUCTURAL RESPONSES ARE SUFFICIENTLY FLEXIBLE AND ADAPTABLE TO MEET THE CHANGES IN EMPLOYEE RELATIONS IN THE NEXT DECADE, AND THIRDLY THAT THEY ARE APPROPRIATE TO THE CULTURAL AND SOCIAL BACKGROUND OF OUR SOCIETY IN HONG KONG,+ HE ADDED.

MR HENDERSON MENTIONED TWO ASPECTS OF WORK WHICH ARE NOT USUALLY CONSIDERED AS PART OF EMPLOYEE RELATIONS.

THE FIRST, HE EXPLAINED, WAS OCCUPATIONAL SAFETY, IN WHICH THE HEALTH, WELFARE AND SAFETY OF EMPLOYEES SHOULD BE VERY MUCH A CONSIDERATION OF THE WHOLE FABRIC OF EMPLOYEE RELATIONS, AND NOT TREATED IN ISOLATION.

THE SECOND WAS THE NEED FOR EMPLOYEE RELATIONS TO COVER MORE COMPREHENSIVELY ENVIRONMENTAL WORKING CONDITIONS.

/THE COMMISSIONER

THE COMMISSIONER POINTED OUT THAT HIS DEPARTMENT TOOK THE VIEW THAT THERE WAS A NEED TO HELP PREPARE COMPANIES AND THEIR EMPLOYEES FOR A MORE STRUCTURED APPROACH TO EMPLOYEE RELATIONS.

+WE HAVE NOW SET UP A PROMOTIONAL UNIT IN THE LABOUR RELATIONS SERVICE TO ADVISE AND ASSIST ORGANISATIONS AND BUSINESSES TO SET UP SUCH MACHINERY AS MAY BE APPROPRIATE TO THEIR NEEDS, BEARING IN MIND THE GREAT DIVERSITY AMONG ORGANISATIONS.

+THE SERVICES OF THE PROMOTIONAL UNIT WILL BE EQUALLY AVAILABLE TO UNIONS OR GROUPS OF EMPLOYEES,+ HE ADDED.

IN THE DEVELOPMENT OF LABOUR LEGISLATION, MR HENDERSON SAID THAT THE MAIN LEGISLATIVE THRUST IN THE NEXT YEAR OR SO WOULD BE IN RESPECT OF FURTHER IMPROVEMENTS TO THE WORKMEN'S COMPENSATION ORDINANCE, NOW RETITLED THE EMPLOYEES' COMPENSATION ORDINANCE, AND THE PROPOSED INTRODUCTION OF PAID MATERNITY LEAVE.

THE COMMISSIONER FURTHER DISCLOSED THAT OTHER POSSIBLE DEVELOPMENTS WERE IN THE AREA OF COMPENSATION FOR UNREASONABLE DISMISSALS, REVISION OF THE EXISTING PROVISIONS FOR SEVERANCE PAY ON REDUNDANCY AND THE SETTING UP OF A STATUTORY AUTHORITY TO ADMINISTER VARIOUS NEW INDUSTRIAL TRAINING SCHEMES.

ON THE IMPORTANCE OF LEGISLATION IN EMPLOYEE RELATIONS, MR HENDERSON SAID: +I AM CONCERNED WITH THE NUMBER OF FIRMS AND FACTORY PROPRIETORS WHO REGARD THE LEGAL REQUIREMENTS LAID DOWN AS THE DESIRABLE OR AGREED TERMS OF EMPLOYMENT.+

+WITH THIS ATTITUDE OFTEN GOES AN UNDESIRABLY RIGID LEGALISTIC APPROACH TO EMPLOYER/EMPLOYEE RELATIONS WHICH IS NOT CONDUCIVE TO A HARMONIOUS ATMOSPHERE,+ HE SAID.

MR HENDERSON STRESSED THAT STATUTORY REQUIREMENTS WERE SIMPLY THE MINIMUM ACCEPTABLE STANDARDS IN A PARTICULAR SOCIETY AT THAT PARTICULAR TIME.

EMPLOYEES HAD THE RIGHT TO TRY TO IMPROVE THEIR POSITION, BY WHATEVER FORM OF BARGAINING OR PERSUASION APPROPRIATE. EMPLOYEES CLAIMING MORE THAN THE STRICT LEGAL ENTITLEMENT WERE NOT +OUT OF ORDER+ AS SOME FACTORY PROPRIETORS SEEMED TO THINK.

HE POINTED OUT THAT THESE CLAIMS OF INTEREST THEMSELVES DID NOT NECESSARILY GIVE RISE TO DISPUTES. IT WAS THE HANDLING OF SUCH CLAIMS ON BOTH SIDES THAT DETERMINED WHETHER THE OUTCOME WAS REACHED IN A HARMONIOUS OR FRICTIONAL MANNER.

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SURVEY OF EMPLOYMENT, PAYROLL AND ORDERS-ON-HAND
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THE CENSUS AND STATISTICS DEPARTMENT TODAY RELEASED
ORDERS-ON-HAND STATISTICS AS FOLLOWS:

INDUSTRY GROUP	ORDERS-ON-HAND IN TERMS OF MONTHS	
	JULY 1980	AUGUST 1980
WEARING APPAREL, EXCEPT FOOTWEAR	4.9	4.7
TEXTILES, EXCEPT WEARING APPAREL	2.5	2.5
PLASTIC PRODUCTS	3.8	4.0
FABRICATED METAL PRODUCTS, EXCEPT MACHINERY AND EQUIPMENT	4.0	3.9
ELECTRICAL AND ELECTRONIC MACHINERY, APPARATUS, APPLIANCES AND SUPPLIES	5.3	5.3
OTHERS	3.5	3.7
ALL MANUFACTURING	4.3	4.3

THE STATISTICS WERE BASED ON AN UPDATED AND ENLARGED PANEL OF THE 200 LARGEST MANUFACTURING COMPANIES SELECTED BY REFERENCE TO THEIR EMPLOYMENT SIZE IN SEPTEMBER 1979.

A SPOKESMAN FOR THE DEPARTMENT POINTED OUT THAT AS THE PANEL WAS NOT A SCIENTIFICALLY DESIGNED SAMPLE, RESULTS OBTAINED WOULD BE REPRESENTATIVE ONLY OF THE COMPANIES INCLUDED IN THE PANEL.

HE HOPED HOWEVER THAT THEY WOULD GENERALLY INDICATE THE DIRECTION OF CHANGE IN THE PERFORMANCE OF THE MANUFACTURING INDUSTRY AS A WHOLE.

THE SURVEY, WHICH IS CONDUCTED MONTHLY, ALSO ASKS QUESTIONS ON EMPLOYMENT AND PAYROLL AND COVERS THE CONSTRUCTION AND SELECTED SERVICES SECTORS BESIDES THE MANUFACTURING INDUSTRY.

THE SURVEY REPORT FOR AUGUST 1980 IS NOW ON SALE AT THE GOVERNMENT PUBLICATIONS CENTRE, GENERAL POST OFFICE BUILDING, AT \$1 A COPY.

ENQUIRIES ON THE SURVEY RESULTS MAY BE MADE TO THE INDUSTRIAL PRODUCTION STATISTICS SECTION OF THE CENSUS AND STATISTICS DEPARTMENT AT TEL. NO. 5-274203.

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CAS MEMBERS PREPARED FOR HEAVY TASKS
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SENIOR OFFICERS OF THE CIVIL AID SERVICES WILL BE TRAINED TO CONTROL AND CO-ORDINATE LARGE-SCALE OPERATIONS SUCH AS MAJOR TYPHOON, LANDSLIP, AIR CRASH AND ANTI-POLLUTION DUTIES IN A NEW SERIES OF COURSES.

THESE COURSES ARE AMONG A TOTAL OF 267 OFFERED TO CAS MEMBERS THIS YEAR, AN INCREASE OF 38 OVER LAST YEAR.

FOR THE CADET CORPS, A NEW TRAINING POLICY WAS IMPLEMENTED TO MEET THE NEEDS OF CADETS BY SIMPLIFYING THEIR FINAL EXAMINATION AND PROVIDING THEM WITH MORE PRACTICAL TRAINING IN TECHNICAL SUBJECTS.

THIS POLICY WAS THE RESULT OF THE WORK OF A REVIEW COMMITTEE ON CADET CORPS TRAINING POLICY WHICH WAS COMPLETED LAST YEAR.

THERE WERE ALSO TO BE IMPROVEMENTS IN OVERSEAS TRAINING, A CAS SPOKESMAN EXPLAINED TODAY THAT NO SUCH TRAINING WAS ORGANISED IN THE LAST FISCAL YEAR BECAUSE OF HEAVY COMMITMENTS ON MANY OPERATIONAL TASKS AND CIVIC DUTIES.

RECENTLY, HOWEVER, THE CAS HAS SENT FOUR OFFICERS -- TWO PERMANENT TRAINING STAFF AND TWO VOLUNTEER OFFICERS -- TO AUSTRALIA.

ANOTHER CONTINGENT OF FOUR OFFICERS WILL BE SENT NEXT YEAR TO STUDY DISASTER CONTROL, AND SELECTED MEMBERS OF THE CAS MOUNTAIN RESCUE UNIT WILL GO TO BRITAIN FOR ADVANCED TRAINING IN MOUNTAIN RESCUE AND LEADERSHIP.

LAST YEAR, THE CAS HEADQUARTERS OFFERED 229 FULL AND PART-TIME COURSES FOR ITS ADULT AND CADET MEMBERS IN ADDITION TO THE TRAINING ORGANISED BY UNITS.

THERE WAS AN INCREASE IN WATER SPORTS TRAINING -- CANOE BUILDING, CANOEING, SAILING, SNORKEL DIVING, SWIMMING AND LIFE-SAVING -- ESPECIALLY IN SAFETY ASPECTS.

THERE WAS ALSO A SERIES OF COURSES TO ACQUAINT MEMBERS WITH THE LATEST ANTI-OIL POLLUTION EQUIPMENT AND ITS USE.

OTHER COURSES INCLUDED COUNTRYSIDE FIRE PROTECTION, LORRY DRIVING, SEARCH AND RESCUE EXERCISES, COUNTRYSIDE MANAGEMENT, SUPERVISORY MANAGEMENT, ADMINISTRATION OF CADET UNITS AND TACTICAL DEPLOYMENT.

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HIGHER INTEREST ON TAX CERTIFICATES

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THE NEW ANNUAL RATE OF INTEREST ON TAX RESERVE CERTIFICATES WILL BE 8.16 PER CENT AS FROM TOMORROW (OCTOBER 16), AGAINST THE CURRENT RATE OF 6.24 PER CENT.

A NOTICE TO THE EFFECT THAT THE FINANCIAL SECRETARY HAS AUTHORISED THIS INCREASE IN THE RATE OF INTEREST WILL BE PUBLISHED IN THE GOVERNMENT GAZETTE TOMORROW.

INTEREST ON TAX RESERVE CERTIFICATES IS TAX-FREE AND IS CALCULATED IN MONTHLY STEPS -- THE NEW RATE WILL BE 68 CENTS PER MONTH PER \$100.

IT WILL BE CREDITED AS BEFORE IN RESPECT OF COMPLETED MONTHS BETWEEN PURCHASE AND SURRENDER WHEN CERTIFICATES ARE USED TO PAY TAX.

NO INTEREST IS DUE WHERE THE PRINCIPAL VALUE OF A CERTIFICATE IS REPAID IN CASH.

THE NEW RATE WILL APPLY TO ALL CERTIFICATES ISSUED TOMORROW OR AFTER TOMORROW.

CERTIFICATES PREVIOUSLY ISSUED WILL CONTINUE TO EARN INTEREST AS FOLLOWS:-

<u>RATE PER ANNUM</u>	<u>ISSUE DATE</u>
4.2%	19.9.75 - 16.2.77
3%	17.2.77 - 21.9.78
3.24%	22.9.78 - 23.11.78
5.04%	24.11.78 - 15.2.79
5.76%	16.2.79 - 3.5.79
8.04%	4.5.79 - 25.10.79
8.4%	26.10.79 - 10.4.80
10.5%	11.4.80 - 29.5.80
9%	30.5.80 - 26.6.80
7.2%	27.6.80 - 29.7.80
6.24%	30.7.80 - 15.10.80

HOWEVER THERE IS A GENERAL RULE THAT INTEREST CEASES TO ACCRUE AFTER 36 COMPLETED MONTHS WITHOUT SURRENDER FOR PAYMENT OF TAX.

/THE FOLLOWING

THE FOLLOWING IS AN EXAMPLE OF INTEREST CALCULATION:

\$1 000 CERTIFICATES BOUGHT ON 1.11.80, 1.12.80 AND 2.1.81
RESPECTIVELY, SURRENDERED IN PAYMENT OF TAX DUE ON 2.2.81.

ON \$1 000 (1.11.80 - 2.2.81)
3 COMPLETE MONTHS AT \$6.80 PER MONTH = \$20.40

ON \$1 000 (1.12.80 - 2.2.81)
2 COMPLETE MONTHS AT \$6.80 PER MONTH = \$13.60

ON \$1 000 (2.1.80 - 2.2.81)
1 COMPLETE MONTH AT \$6.80 PER MONTH = \$ 6.80

INTEREST ACCRUED \$40.80

(ROUNDED TO \$41)

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TUEN MUN TO HAVE NEW \$8 MILLION SPORTSGROUND

TUEN MUN WILL HAVE A FULL SIZED SOCCER PITCH AND A 400-METRE
RUNNING TRACK BY THE END OF NEXT YEAR.

THESE ARE TO BE INCLUDED IN THE FIRST PHASE OF DEVELOPMENT
OF A SPORTSGROUND TO BE BUILT ON A FOUR-HECTARE SITE NEAR TAI HING
ESTATE.

ALSO TO BE INCLUDED IN THIS PHASE WILL BE FACILITIES FOR
TRACK AND FIELD EVENTS, CHANGING ROOMS, AN OFFICE, STOREROOMS, A
SPECTATOR STAND FOR 3 000 PEOPLE AND CAR PARKING SPACES.
FLOODLIGHTING WILL BE PROVIDED.

WORK IS SCHEDULED TO BEGIN EARLY NEXT YEAR.

SIR SHIU-KIN TANG HAS AGREED TO DONATE \$2 MILLION TOWARDS THE
PROJECT WHICH IS ESTIMATED TO BE AROUND \$8 MILLION.

THERE ARE PLANS TO BUILD A CHILDREN'S PLAYGROUND, A BASKETBALL
COURT AND A MINI-SOCCER PITCH AT A LATER STAGE.

A SPOKESMAN FOR TUEN MUN DISTRICT OFFICE SAID A STANDARD SIZED
SPORTSGROUND WAS URGENTLY NEEDED IN THE NEW TOWN WHOSE POPULATION
WOULD ALMOST DOUBLE TO 200 000 IN TWO YEARS.

FOOTBALL MATCHES, SPORTS MEETINGS, RALLIES AND FESTIVALS WOULD
BE HELD AT THE SPORTSGROUND IN FUTURE. THIS WOULD HELP IMPROVE
SPORTS STANDARDS AND HELP DEVELOP A COMMUNITY SPIRIT AMONG LOCAL
RESIDENTS, HE SAID.

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SPECIAL TRAINS TO WO HOP SHEK
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THE KOWLOON-CANTON RAILWAY WILL OPERATE SPECIAL TRAINS TO WO HOP SHEK ON FRIDAY (OCTOBER 17) AND SUNDAY (OCTOBER 19) TO COPE WITH THE LARGE NUMBER OF PASSENGERS EXPECTED DURING THE CHUNG YUENG FESTIVAL PERIOD.

ON THESE TWO DAYS, NINE SPECIAL TRAINS WILL LEAVE KOWLOON STATION AT 6.03 AM, 6.55 AM, 8.18 AM, 9.29 AM, 11.15 AM, 12.26 PM, 1.40 PM, 2.40 PM AND 4.46 PM.

THEY WILL RETURN FROM WO HOP SHEK AT THE FOLLOWING DEPARTURE TIMES: 6.59 AM, 8.23 AM, 9.46 AM, 10.52 AM, 1.01 PM, 2.33 PM, 3.44 PM, 5.31 PM AND 6.32 PM.

A KCR SPOKESMAN POINTED OUT THAT THE SOUTHBOUND TRAIN WHICH LEAVES LO WU AT 6.42 AM WILL BE CANCELLED ON THE TWO DAYS, AND ON SATURDAY, THERE WILL BE THREE ADDITIONAL RETURN TRAINS TO SHEUNG SHUI AND TWO TO FANLING.

THE SPECIAL TRAINS WILL NOT PICK UP PASSENGERS AT MONG KOK AND OTHER STATIONS ON THE WAY TO WO HOP SHEK. THOSE GOING TO THE NEW TERRITORIES ARE EXPECTED TO BE FULL BETWEEN 6 AM AND 2 PM AND THOSE RETURNING TO KOWLOON BETWEEN 3 PM AND 9 PM.

NOTICES OF THE SPECIAL TRAIN TIMETABLES WILL BE DISPLAYED AT ALL STATIONS FOR THE CONVENIENCE OF PASSENGERS.

THE SPOKESMAN APPEALED TO PASSENGERS TO QUEUE UP IN GOOD ORDER TO ENABLE THE POLICE AND KCR STAFF TO MAINTAIN A SMOOTH AND STEADY FLOW OF PASSENGERS.

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MUSIC EDUCATOR ON TWO-MONTH VISIT
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MISS CECILIA VAJDA, A DISTINGUISHED MUSIC EDUCATOR IS IN HONG KONG ON A TWO-MONTH VISIT AT THE INVITATION OF THE EDUCATION DEPARTMENT.

SHE IS RUNNING A SERIES OF EIGHT-WEEK TRAINING COURSES FOR MUSIC TEACHERS, WHICH WILL LAST UNTIL DECEMBER 8.

THE COURSES ARE BASED ON THE KODALY CHORAL MUSIC METHOD WHICH WAS DEvised BY THE HUNGARIAN COMPOSER KODALY TO PROVIDE A STRUCTURED SYSTEM OF MUSIC LEARNING THROUGH SINGING.

CLASSES ARE BEING HELD AT THE EDUCATION DEPARTMENT'S TEACHING CENTRE IN TANNER ROAD, NORTH POINT, AND AT SOUTH ISLAND SCHOOL.

MISS VAJDA IS A FORMER PROFESSOR OF THE SCHOOL MUSIC DEPARTMENT AT THE LISZT ACADEMY OF MUSIC IN BUDAPEST AND CHORUS DIRECTOR OF THE HUNGARIAN RADIO CHOIR.

DURING HER STAY SHE IS ALSO RUNNING EVENING COURSES AT THE HONG KONG ARTS CENTRE FOR TEACHERS AND AMATEUR CHOIR CONDUCTORS IN BASIC CHORAL CONDUCTING TECHNIQUE. THESE COURSES ARE JOINTLY PRESENTED BY THE EDUCATION DEPARTMENT AND THE HONG KONG ARTS CENTRE.

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