

Head 90 — LABOUR DEPARTMENT

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

Estimate 2025–26	\$3,483.8m
Establishment ceiling 2025–26 (notional annual mid-point salary value) representing an estimated 2 500 non-directorate posts as at 31 March 2025 reducing by 14 posts to 2 486 posts as at 31 March 2026.....	\$1,656.8m
In addition, there will be an estimated 17 directorate posts as at 31 March 2025 and as at 31 March 2026.	
Commitment balance.....	\$33,827.2m

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

	2023–24 (Actual)	2024–25 (Original)	2024–25 (Revised)	2025–26 (Estimate)
Financial provision (\$m)	284.1	319.0	267.6 (–16.1%)	277.3 (+3.6%)
				(or –13.1% on 2024–25 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 organises 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” good human resource management (GHRM) practices.

4 In 2024–25, the Department organised the Good Employer Charter 2024 to promote employers’ adoption of GHRM measures and the implementation of family-friendly employment practices.

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	2023 (Actual)	2024 (Actual)	2025 (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	406	408	360

Indicators

	2023 (Actual)	2024 (Actual)	2025 (Estimate)
consultation meetings held.....	52 248	56 740	56 700
labour disputes and claims handled.....	12 228	13 029	13 000
labour disputes and claims with conciliation service rendered [^]	11 421	11 747	11 700
labour disputes and claims resolved through conciliation	8 822	9 088	9 100
labour disputes and claims resolved through conciliation (%)	77.2	77.4	77.4
working days lost from labour disputes known	0	0	N.A.
claims adjudicated by MECAB.....	1 066	986	1 000
cases of registration of new trade unions and changes of union names/rules	151	88	90

[^] 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 2025–26

7 Major plans for 2025–26 include:

- amending the EO to revise the “continuous contract” requirement; and
- launching the Good Employer Charter 2026 to bolster the promotion of GHRM practices to employers.

Programme (2): Employment Services

	2023–24 (Actual)	2024–25 (Original)	2024–25 (Revised)	2025–26 (Estimate)
Financial provision (\$m)	694.1	889.7	811.9 (–8.7%)	1,027.9 (+26.6%)

(or +15.5% on
2024–25 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 support young people to reap the opportunities of the Guangdong-Hong Kong-Macao Greater Bay Area, the Department has implemented the regularised Greater Bay Area Youth Employment Scheme (GBA YES) since 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) for overcharging job seekers commission, operating without a valid licence, etc. 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 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	2023 (Actual)	2024 (Actual)	2025 (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	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	2 010	2 006	2 000

Indicators

	2023 (Actual)	2024 (Actual)	2025 (Estimate)
able-bodied job seekers			
persons registered.....	35 379	49 350	50 000
placements.....	153 488	121 543§	120 000
job seekers with disabilities			
persons registered.....	2 840	3 214	3 200
placements.....	2 406	2 300φ	2 300
young people enrolled in the Youth Employment and Training Programme (YETP)Ω	3 053	2 839	3 000
employment and self-employment advisory and support services provided by the Youth Employment Resource Centres	63 610	63 535	60 000

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	2023 (Actual)	2024 (Actual)	2025 (Estimate)
EA licences issued.....	3 833	3 778	3 800
applications under the SLS/ESLS processed [⊖]	1 284 ^ε	6 899 ^ε	6 400[ⓐ]

§ Of the 121 543 placements for able-bodied job seekers recorded by the Department in 2024, 6 841 placements were secured through the Department’s referral service, and 114 702 placements were secured through job seekers’ participation in the Department’s employment programmes or 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.

ⓐ Of the 2 300 placements for job seekers with disabilities recorded by the Department in 2024, 1 511 placements were secured through the Department’s referral service and 789 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 2023 and 2024 refer to the numbers of trainees enrolled in the 2022–23 programme year and the 2023–24 programme year respectively.

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

ε The figures of this indicator include applications with results finalised during the year, including discontinued/withdrawn applications, while applications under processing are excluded. The actual figure of 2024 is markedly higher than that of 2023 owing to the enhanced coverage of ESLS for labour importation implemented since 4 September 2023.

ⓐ The estimate for 2025 is lower than the actual figure of 2024. With the smooth running of the enhanced scheme, the number of discontinued/withdrawn applications is expected to drop substantially in 2025.

Matters Requiring Special Attention in 2025–26

14 Major plans for 2025–26 include:

- implementing enhancement measures of the GBA YES and the YETP to strengthen employment support for young people; and
- reviewing the ESLS prior to the lapse of its two-year implementation period.

Programme (3): Safety and Health at Work

	2023–24 (Actual)	2024–25 (Original)	2024–25 (Revised)	2025–26 (Estimate)
Financial provision (\$m)	802.4	899.4	874.0 (–2.8%)	913.7 (+4.5%)
				(or +1.6% on 2024–25 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). Other than regular surprise inspections, special enforcement operations (SEOs), in-depth inspections and area patrols 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 2024, SEOs were conducted in several areas, including new construction works (with emphasis on work-at-height, lifting operations and electrical work); 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.

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17 In 2024–25, 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 and foster a positive safety culture, including adoption of innovative technology. The Department continued to intensify promotion and publicity efforts to deliver safety messages to employers, employees and relevant stakeholders, 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. The Department introduced the Occupational Safety and Health (OSH) 2.0 mobile application and, in collaboration with the Occupational Safety and Health Council (OSHC), organised an inaugural “OSH Innovation and Technology Expo” to promote the application of smart and innovative technology at work. It provided a platform for in-depth exchanges among OSH partners from different regions, showcasing an array of innovative solutions, products and technologies in OSH.

18 The Department brought 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 and revised the Code of Practice on Safety Management for strengthening the current safety management system.

19 To further enhance bamboo scaffolding safety, the revised “Code of Practice for Bamboo Scaffolding Safety” took effect on 19 October 2024. Its major revisions included, inter alia, enhancing technical requirements for the bracings, putlogs and access and egress of bamboo scaffolds; prohibiting unauthorised alteration of bamboo scaffolding; further specifying the requirements of supervising work of competent persons; and requiring all workers who perform erection, addition, alteration or dismantling of truss-out scaffold to hold a valid certificate. The Department also revised the “Code of Practice for Safety and Health at Work in Confined Spaces” to enhance the OSH performance in confined space works. The revised Code of Practice took effect in November 2024.

20 In 2024–25, the Department launched another large-scale promotional campaign on heat stroke prevention for 12 target high-risk industries in collaboration with OSHC, which included the “Cooling Products Sponsorship Scheme” to subsidise eligible Small and Medium Enterprises and unions to purchase portable fans, solar-powered fans and cooling vests for heat stress control. Besides, the Department revised the “Guidance Notes on Prevention of Heat Stroke at Work” and enhanced the Heat Stress at Work Warning to facilitate employers in taking necessary preventive measures to protect employees from heat stroke at work. A series of publicity and promotional activities were carried out jointly with OSHC, including producing a brand-new TV API to promote the key message of “heat stroke is preventable”, organising over 100 related health talks, updating the thematic website on heat stroke prevention, setting up telephone and WhatsApp hotlines, broadcasting publicity videos and disseminating relevant messages through different media and platforms, etc.

21 The Department widened the coverage of the Pilot Rehabilitation Programme for Employees Injured at Work to include the “catering and hotel industry” and the “transportation and logistics industry” along with the construction industry with the aim of benefiting more injured employees.

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

Targets

	Target	2023 (Actual)	2024 (Actual)	2025 (Plan)
inspections under the FIUO and the OSHO ^Ψ	114 700	141 996	145 800	131 800
inspections per field officer under the FIUO and the OSHO@.....	450	471	486	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	5 821	6 704	5 550
inspections under the BPVO	4 630	4 657	4 651	4 630
inspections per field inspector under the BPVO.....	1 030	1 036	1 033	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	2 235	2 379	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 94 440 in 2024. 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 2024 were 9 266, 2 528 and 4 091 respectively.

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

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Indicators

	2023 (Actual)	2024 (Actual)	2025 (Estimate)
fatal accidents in industrial undertakings.....	24	22δ	N.A.
non-fatal accidents in industrial undertakings.....	8 110	6 840δ	N.A.
accident rate per 1 000 industrial employees.....	13.8	11.4δ	N.A.
fatal accidents in non-industrial undertakingsΔ.....	262	195δ	N.A.
non-fatal accidents in non-industrial undertakings.....	21 060	19 845δ	N.A.
accident rate per 1 000 employees in non-industrial undertakings.....	9.2	8.7δ	N.A.
investigation of accidents at workplaces.....	19 064	20 017	20 500
warnings issued by occupational safety officers.....	32 279	32 714	33 000
prosecutions taken.....	3 201	3 159	3 330
suspension/improvement notices issued.....	5 576	5 731	5 780
investigation of occupational diseases and occupational health problems.....	2 328	2 906	2 800
medical examinations.....	1 520	1 689	1 600
clinical consultations.....	13 043	13 551	13 000
occupational hygiene surveys‡.....	6 071	5 560	6 200
pressure equipment newly registered.....	1 905	1 900	2 000
examinations conducted and exemptions granted for the issue or endorsement of certificates of competency.....	504	546	500
warnings issued under the BPVO.....	2 544	3 100	3 000

δ These are provisional 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 2025–26

23 Major plans for 2025–26 include:

- continuing to revise Code of Practice and Guidance Notes, including the “Code of Practice for Safe Use of Tower Cranes” and the “Guidance Notes on Prevention of Trapping Hazard of Tail Lifts” to further enhance the protection of workers’ OSH;
- 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;
- taking forward the use of small unmanned aircraft (drones) to inspect workplaces and investigate accidents for law enforcement purposes; 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

	2023–24 (Actual)	2024–25 (Original)	2024–25 (Revised)	2025–26 (Estimate)
Financial provision (\$m)	764.1	844.1	815.3 (–3.4%)	1,264.9 (+55.1%)
				(or +49.9% on 2024–25 Original)

Aim

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

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Brief Description

25 The Department safeguards the rights and benefits of all employees and assists in combatting 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. To prepare for the implementation of the abolition of using the accrued benefits of employers' mandatory contributions under the Mandatory Provident Fund (MPF) System to offset severance payment and long service payment on 1 May 2025, the Department has continued with the preparation and implementation of the Subsidy Scheme for Abolition of MPF Offsetting Arrangement (SSA).

26 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.

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

28 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 encourage the public to report illegal employment activities.

29 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.

30 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.

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

Targets

	Target	2023 (Actual)	2024 (Actual)	2025 (Plan)
inspections to workplaces	140 000	150 172	152 671 [◇]	150 000
inspections per field labour inspector	780	774	776	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

◇ Out of the total 152 671 workplace inspections in 2024, 13 228 (8.7%) workplaces were locked, 15 026 (9.8%) were removed and 50 (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

	2023 (Actual)	2024 (Actual)	2025 (Estimate)
warnings issued	362	371	370
prosecutions taken.....	3 408	3 592	3 600
sick leave clearance interviews for injured employees conducted.....	38 473	38 262	38 300
employees' compensation claims processed.....	41 758	41 498	42 000
applications for payment under the PWIF processed.....	3 904	4 962	5 000

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	2023 (Actual)	2024 (Actual)	2025 (Estimate)
applications for reimbursement of maternity leave pay processed	7 198	7 428	7 500
cases related to imported workers under the SLS/ESLS investigated ψ	119	107	110

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

Matters Requiring Special Attention in 2025–26

32 Major plans for 2025–26 include:

- launching the SSA;
- implementing annual review of the SMW; and
- taking forward the proposal to improve the coverage of ex gratia payment of severance payment under the PWIF.

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ANALYSIS OF FINANCIAL PROVISION

Programme	2023–24 (Actual) (\$m)	2024–25 (Original) (\$m)	2024–25 (Revised) (\$m)	2025–26 (Estimate) (\$m)
(1) Labour Relations.....	284.1	319.0	267.6	277.3
(2) Employment Services	694.1	889.7	811.9	1,027.9
(3) Safety and Health at Work.....	802.4	899.4	874.0	913.7
(4) Employees' Rights and Benefits.....	764.1	844.1	815.3	1,264.9
	2,544.7	2,952.2	2,768.8 (-6.2%)	3,483.8 (+25.8%)
				(or +18.0% on 2024–25 Original)

Analysis of Financial and Staffing Provision

Programme (1)

Provision for 2025–26 is \$9.7 million (3.6%) higher than the revised estimate for 2024–25. This is mainly due to increased salaries and personnel expenses. There will be a net decrease of 32 posts in 2025–26.

Programme (2)

Provision for 2025–26 is \$216.0 million (26.6%) higher than the revised estimate for 2024–25. This is mainly due to increased expenditure on the Re-employment Allowance Pilot Scheme and other employment programmes. There will be a net increase of five posts in 2025–26.

Programme (3)

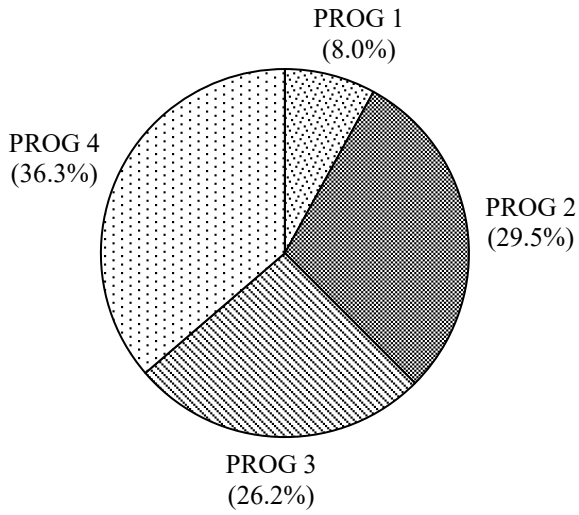
Provision for 2025–26 is \$39.7 million (4.5%) higher than the revised estimate for 2024–25. This is mainly due to increased operating expenses, salaries, personnel expenses and cash flow requirement for the Pilot Rehabilitation Programme for Employees Injured at Work. There will be a net decrease of ten posts in 2025–26.

Programme (4)

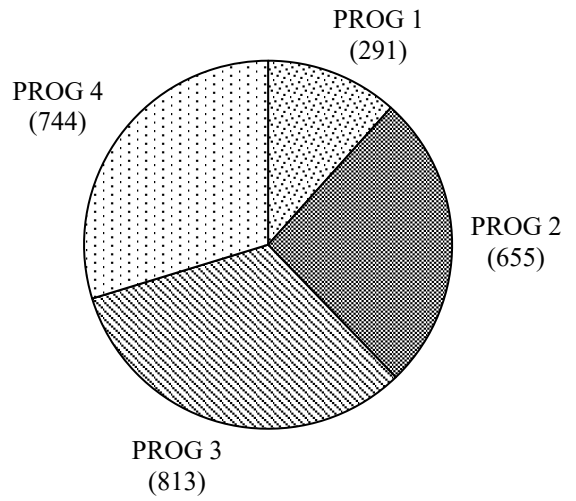
Provision for 2025–26 is \$449.6 million (55.1%) higher than the revised estimate for 2024–25. This is mainly due to additional provision required for implementing the SSA, increased operating expenses, salaries and personnel expenses. There will be a net increase of 23 posts in 2025–26.

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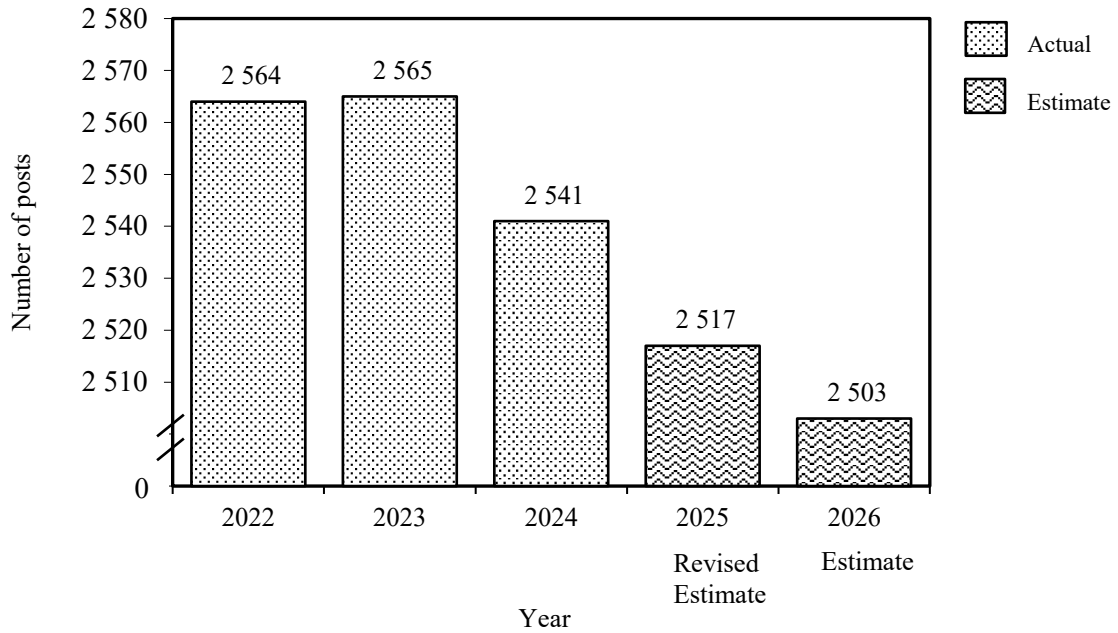
Allocation of provision to programmes (2025-26)



Staff by programme (as at 31 March 2026)



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



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Sub-head (Code)	Actual expenditure 2023–24	Approved estimate 2024–25	Revised estimate 2024–25	Estimate 2025–26	
	\$'000	\$'000	\$'000	\$'000	
Operating Account					
Recurrent					
000	Operational expenses	2,287,159	2,584,518	2,457,086	2,791,888
276	Implementation of the Reimbursement of Maternity Leave Pay Scheme	204,109	268,000	220,000	220,000
280	Contribution to the Occupational Safety and Health Council	8,311	8,779	8,107	8,675
295	Contribution to the Occupational Deafness Compensation Board	2,909	3,073	2,838	3,036
	Total, Recurrent	<u>2,502,488</u>	<u>2,864,370</u>	<u>2,688,031</u>	<u>3,023,599</u>
Non-Recurrent					
700	General non-recurrent	42,261	87,817	80,730	460,151
	Total, Non-Recurrent	<u>42,261</u>	<u>87,817</u>	<u>80,730</u>	<u>460,151</u>
	Total, Operating Account	<u>2,544,749</u>	<u>2,952,187</u>	<u>2,768,761</u>	<u>3,483,750</u>
Total Expenditure					
		<u><u>2,544,749</u></u>	<u><u>2,952,187</u></u>	<u><u>2,768,761</u></u>	<u><u>3,483,750</u></u>

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Details of Expenditure by Subhead

The estimate of the amount required in 2025–26 for the salaries and expenses of the Labour Department is \$3,483,750,000. This represents an increase of \$714,989,000 over the revised estimate for 2024–25 and \$939,001,000 over the actual expenditure in 2023–24.

Operating Account

Recurrent

2 Provision of \$2,791,888,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the Labour Department. The increase of \$334,802,000 (13.6%) over the revised estimate for 2024–25 is mainly due to increased operating expenses.

3 The establishment as at 31 March 2025 will be 2 517 posts. It is expected that there will be a net decrease of 14 posts in 2025–26. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2025–26, but the notional annual mid-point salary value of all such posts must not exceed \$1,656,833,000.

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

	2023–24 (Actual) (\$'000)	2024–25 (Original) (\$'000)	2024–25 (Revised) (\$'000)	2025–26 (Estimate) (\$'000)
Personal Emoluments				
- Salaries	1,575,968	1,664,859	1,634,406	1,699,511
- Allowances	26,807	16,285	26,302	26,556
- Job-related allowances.....	2	100	10	10
Personnel Related Expenses				
- Mandatory Provident Fund contribution	4,678	2,733	3,633	3,526
- Civil Service Provident Fund contribution	114,802	142,027	129,616	141,857
Departmental Expenses				
- General departmental expenses	494,390	693,358	597,373	877,172
Other Charges				
- Campaigns, exhibitions and publicity	70,512	65,156	65,746	43,256
	2,287,159	2,584,518	2,457,086	2,791,888

5 Provision of \$220 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.

6 Provision of \$8,675,000 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 \$3,036,000 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 31.3.2024	Revised estimated expenditure for 2024–25	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	78,318	78,530	277,495
807		Subsidy Scheme for Abolition of MPF Offsetting Arrangement	33,551,900	—	2,200	33,549,700
		Total	33,986,243	78,318	80,730	33,827,195