



# ECMA

# 環保工程商會

## ▲ Fond Farewell

At a major life event such as this, it is natural that my mind wanders back to the first time I took part in ECMA activities. It was the association's inaugural ceremony held at the Kowloon Shangri-La hotel in June 1988. The company I had newly joined, Centuryan Services Ltd., was one of the founding members. Later, I became an Executive Committee Member, and afterwards I was consecutively the Public Relations Officer, Vice President and President. Since taking over the President's office from the outgoing President Mr. Roger Walker in 2002, I have been in the post for 15 years. Throughout this time it has been a real honour, and a source of great pride, to be an Executive Committee member and to see the industry becoming more and more mature. Meanwhile, ECMA's rapid development and industry inclusiveness has been a true phenomenon.



The success of ECMA could not have been achieved by just one person. The enhanced professional status of the industry is attributable to the efforts of all Executive Committee members. They have selflessly promoted the interests of the industry in a spirit of unity. One memorable back-stage contributor has been our Administrative Assistant Ms. Winnie Koo, who has handled the administrative affairs of ECMA with hard work and a devotion that is worthy of our respect.

Having been in the service of ECMA for nearly 30 years, it is now time to align with the association's succession plan. Therefore I will not run for the next election of the Executive Committee. I am confident that the new Executive Committee will be able to uphold the traditions of the association and continue to prosper. Before parting, I would wish you, your families and your businesses all happiness and every possible success.

From the bottom of my heart, my grateful thanks to all of you for everything.

Catherine Yan

## 告別感言

在這人生重大時刻中，自然有很多回憶。回想起第一次參與環保工程商會的活動，是 1988 年 6 月在九龍香格里拉酒店舉行的成立典禮。當時我剛加入的新紀元清潔有限公司是創會會員，之後我便成為幹事會成員之一，歷任公關主任、副會長和會長職務。而會長一職，自 2002 年接替前會長羅樂嘉至今，歷 15 年之久。期間看見行業漸趨成熟，商會的發展及代表性更是有目共睹，本人與有榮焉。

商會的成功絕非一人之力可以做到。有賴幹事會各位幹事的努力，本著團結業界力量的精神，為業界爭取應有的權益，對提升行業的專業地位，功不可沒。另一位幕後功臣是行政助理顧慧儀女士，她在過去 20 多年為商會處理行政工作，勞苦功高，為商會的無私付出令人欽敬。

本人在商會服務接近 30 年，也是時候為商會的傳承作出配合，來屆本人將不會參加幹事會的選舉，但我深信新一屆的幹事會必定能秉承商會的傳統，繼續在業界發揚光大。

本人從心底裡感謝各位對我在任內的支持。臨別依依，在此謹祝各位生意興隆，工作順利，家庭幸福。

甄瑞嫻

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## Municipal Solid Waste (MSW) Charging

The Environment Bureau announced early this year the framework for the MSW Charging Scheme, under which two different charging modes will be adopted:

**(A) For wastes collected by the Food and Environmental Hygiene Department refuse collection vehicles:**

Waste producers should purchase designated garbage bags from the government to wrap their waste before disposal.

**(B) For wastes collected by private waste collectors:**

At refuse transfer stations / landfills, the government charges refuse collection vehicles a “gate fee” based on the weight of the vehicle’s loads. Waste collectors should discuss with their customers regarding how to apportion the MSW charges among the waste producers.



The Environmental Contractors Management Association joined up with four other associations, namely Hong Kong Waste Disposal Industry Association, The Federation of Environmental and Hygiene Services, Hong Kong Cleaning Association and Hong Kong Chamber of Cleansing Contractors to form the Municipal Solid Waste Charging Concern Alliance. A press conference was held on 16 May 2017 to oppose the part of the proposed charging mechanism of the MSW Charging, which charges refuse collection vehicles of private waste collectors a “gate fee”, rather than directly levying on waste producers.

We foresee major hurdles and unfairness to the industry with the implementation of MSW charging based on the mechanism proposed by the Government. The major analyses are listed as follows:

- A waste haulage service contract is usually the only piece of document signed between private waste collectors and property management companies. In other words, there is no direct connection between private waste collectors and individual waste producers / tenants. There is no established commercial or legal charging channel, nor is there any ground for rights and responsibilities.
- Private refuse collection vehicles attend to garbage chambers / collection points designated by the property management companies for waste collection. These are then transported to refuse transfer stations / landfills for dumping. There is no way to identify individual waste producers / tenants nor to quantify the waste amount to determine the appropriate charges accordingly. Under this charging mode, individual waste producers / tenants have no initiative to make changes to their disposal practice. In other words, it is quite certain that the government’s slogan of “Dump Less, Save More” cannot be lived up to.
- The proposed charging mechanism will add to the operation difficulties of private refuse collection operators and reduce productivity. During the course of waste collection, the operators are required to judge the weight of the refuse and agree with each waste generator / tenant. It does not only significantly increase the turn-round time of the refuse collection vehicles, but also require additional manpower for follow up.

- At present, private waste collectors are paying HKD30 per tonne for using the disposal service of urban refuse transfer stations; dumping the same in landfills is free of charge. Under the proposed MSW charging scheme, the gate fee will be 395/365 per tonne, i.e. 11 times more expensive! Since customers in general refuse to pay the “gate fee”, many private waste collectors are currently taking up this HKD 30 charge per tonne themselves. This amount alone is already unfair and the new MSW charge would add on unsurmountable burdle to the private waste collectors to absorb this 11 times extra cost.

We believe that imposing an upfront “gate fee” on the private waste collectors, rather than a direct charge to the waste generators by pre-paid designated garbage bags, would greatly deminish the initiative of waste reduction. This is not just in contrary to the government’s promotional slogan of “Dump Less, Save More”, it is also completely against the principle of “polluter pays”.

Even though the private waste collectors are supportive of the government’s green efforts, they have limited manpower and financial resources. The “gate fee” for each vehicle will be several times of the monthly revenue. The will make the operators difficult to operate and cause serious adverse consequences to the industry. With well supported framework structure and resources, the Government should be able to propose a way to charge waste generators directly. Standardising the use of pre-paid garbage bags could relieve private waste collectors from huge financial burden and risks. We believe that whether the wastes are collected by FEHD refuse collection vehicles or private waste collectors, the waste producers should be charged based on the number of pre-paid garbage bags. We hope the Government would continue their discussion with the Environmental Contractors Management Association and the industry to arrive at a practical, feasible solution.



## 都市固體廢物收費計劃

環境局在今年初公佈其《都市固體廢物收費計劃》有以下兩種形式收費：

(A) **由食環署垃圾車收集的廢物：**

戶主預先向政府購備指定垃圾袋以棄置垃圾。

(B) **由私營廢物收集商收集的廢物：**

政府在廢物轉運站 / 堆填區按車輛的載物重量向廢物收集商的垃圾車收取「入閘費」，由廢物收集商與其客戶商討如何讓個別廢物產生者承擔廢物收費。

環保工程商會聯同香港廢物處理業協會、中港澳環衛總商會、香港清潔商會和特區清潔商協會五會組成都市固體廢物收費計劃關注大聯盟，於 2017 年 5 月 16 日舉行記者招待會，反對該計劃內「收費機制 - 透過私營廢物收集商棄置垃圾的部份」向私營廢物收集商的垃圾車收「入閘費」，而非直接向廢物產生者徵費。我們的理由如下：

我們可預期若根據政府的方案執行《都市固體廢物收費計劃》，將會遇上不少困難，並會對業界做成不公平，重點分析如下：

- 私營廢物收集商通常只與物業管理公司簽訂廢物運輸服務合約，而與個別廢物產生者 / 業戶並無任何直接關係，不存在任何商業或法律上的收費渠道或權責理據。
- 私營廢物收集車通常只是去到物業管理公司指定的垃圾房 / 收集點，將已棄置在該處的垃圾放入車內，然後運往廢物轉運站 / 堆填區傾倒，根本無從識別個別廢物產生者 / 業戶所棄置的廢物和計算其個別重量和收費。由私營廢物收集商墊支「入閘費」這種收費模式下，個別廢物產生者 / 業戶無需改變其過往棄置垃圾的方式，違反「污者自付」的原則，無法達至政府推廣「搵少啲，慳多啲」的宣傳口號。
- 政府建議的收費方式，將會增加私營廢物車的運作困難，影響工作效率。私營廢物收集車在收垃圾時，要與每個廢物生產者 / 業戶釐定其廢物的重量，不但嚴重拖慢收集車的運轉時間，而且需要增加跟車人手。
- 現時私營廢物收集商在市區的廢物轉運站棄置廢物，每公噸須繳費 30 元，但在堆填區則無須繳費。都市固體廢物收費計劃下的入閘費將會是每公噸 395/365 元，增幅超過 11 倍！現在很多時候因客戶拒絕支付，私營廢物收集商都是要自己承擔該項 30 元一噸的費用，已經十分不公平和吃力，如何有能力承擔多 11 倍？

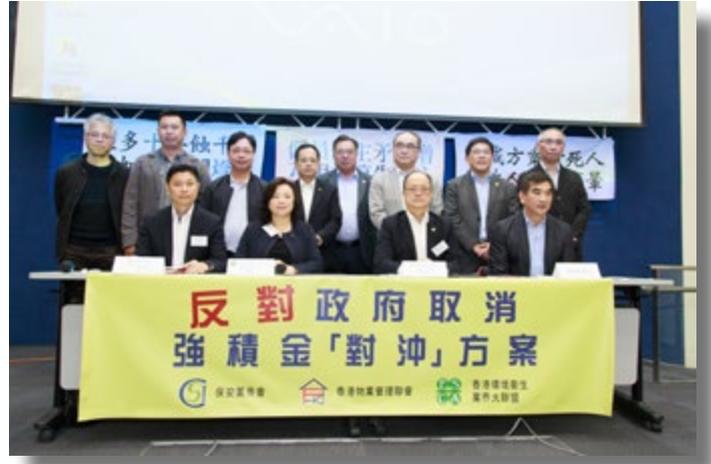
我們認為「入閘費」由私營廢物收集商墊支，而非如指定垃圾袋的徵費方法般由廢物產生者直接先付款後棄置廢物，抹殺了減廢的誘因，與政府的「搵少啲，慳多啲」推廣口號背道而馳，完全違反「污者自付」的原則。

私營廢物收集商的人力和財力資源有限，雖然十分願意配合政府，為環保出力，但卻難以負擔每部車每月數拾萬元的墊支費，數倍於每輛車的營業額，將會對所有私營廢物收集商造成嚴重的影響和後果。政府資源充足，應該有方法直接向廢物產生者收費，如劃一用指定徵費垃圾袋，免除私營廢物收集商龐大的財政負擔和風險。我們認為無論是由食環署垃圾車收集的廢物或是由私營廢物收集商收集的廢物，都應該可採用按袋收費。希望有關當局能繼續與環保工程商會及業界共商，達至一個實際可行，雙方滿意的方案。



## MPF Offsetting Mechanism

When the Legislative Council deliberated on the Mandatory Provident Fund Schemes Bill in 1995, the business sector conceded after the government finally agreed and undertook that employers be allowed to offset their MPF contributions against long service payments or severance pays for employees upon their resignation or severance. On that basis, the Mandatory Provident Fund Schemes Ordinance was successfully enacted in December 2000. Things have gone well since then with few problems.



However, on 23 June 2017, a week before the term of the last Chief Executive's administration ended, the Executive Council endorsed the proposal put forward by the government early this year to abolish the mechanism of offsetting MPF contributions against long service payments and severance pays, with the following main points:

1. The long service payment or severance pay for an outgoing employee accrued from the date of implementation of the proposal cannot be offset with the employer's contributions in the MPF account.
2. During the first 10 years after removal of the offsetting mechanism, the government will provide subsidies to employers in the form of a refund to share long service payment/severance pay liabilities which employers would have to bear in absence of the offsetting mechanism since the above proposal is implemented. The subsidy rate will progressively reduce from 50% to zero in the 11<sup>th</sup> year. Since then, employers have to fully bear the liabilities on their own.
3. For the term of his employment after implementation of the proposal, the entitlement of an employee to long service payment or severance pay will be reduced from the current level calculated on basis of two-thirds of the monthly wage to that calculated on basis of only half of the monthly wage for each full year of service.

In a joint press conference held on 12 March 2017, the Environmental Services Contractors Alliance (Hong Kong), the Federation of the Hong Kong Property Management Industry and the Chamber of Security Industry expressed their strong opposition against the proposal on the following grounds:

1. Removal of the offsetting mechanism would be against the original intention of setting up the MPF scheme and contradict the undertakings made to the business sector as well as the approaches adopted behind the existing retirement arrangements. The business sector would consider that they are used and dumped by the trade unions and the government as they take advantage of concessions already made by the business sector. The trust and cooperation among the three parties would be seriously impaired.
2. When the subsidies provided by the government in a sliding manner are no longer available 10 years later, with no more role to be played by the government, each employer has to bear the liabilities alone, which would mean unlimited financial burden and potentially endless distress to the employer.

3. As it would be difficult for businesses to accurately calculate costs in face of the progressive reduction of government subsidies, businesses would make every attempt to avoid cumulation of years of service by its employees, which would in turn seriously prejudice the harmonious employer-employee relationship.
4. This proposal put forward by the government would affect service contractors the most and would even change the ecology of the relevant industries. As it is difficult to estimate additional liabilities due to long service payments / severance pays, employers would have no choice but to hire employees on contracts each with a term no longer than 18 months in order that liabilities for long service payments / severance pays can be avoided for the sake of competitiveness of their business.
5. We support the improved proposal put forward by Mr. Felix Chung, Legislative Councilor for the Textiles and Garment Constituency, under which employers are to contribute HK\$100/employee/month to a fund pool with the offsetting mechanism canceled.



The current Chief Executive's administration has expressed its stand that the offsetting mechanism should certainly be removed but the government will continue to discuss any appropriate revisions to the proposal with various sectors. One of the new approaches is that long service payments and severance pays calculated on basis of two-thirds of monthly salaries would remain but the compensation would be limited to around HK\$200,000 instead of HK\$390,000.





## 強積金「對沖」安排

1995年，立法局審議《強制性公積金計劃條例》，經協商後，政府承諾透過「對沖」方式，容許僱主解僱或遣散員工時，可利用強積金帳戶內的「僱主供款」部分，抵銷長期服務金或遣散費，商界才不反對，條例得以在2000年12月順利開展至今，一直行之有效，相安無事。

2017年6月23日，上屆政府任期屆滿前一週，行政會議通過政府在年初提出的取消強積金與遣散費或長期服務金「對沖」安排的政策和方案，要點如下：

1. 由實施日期開始計算應負擔的僱員遣散費或長期服務金，僱主不得再與強積金累計權益「對沖」。
2. 在取消「對沖」的頭十年，政府會以發還形式向僱主提供補貼，分擔有關僱主自實施日期沒有「對沖」情況下的遣散費 / 長期服務金負擔，補貼比率由50%逐步遞減，至第11年起百分百全由僱主自行承擔。
3. 降低僱員於實施日期後的受僱期可得的遣散費或長期服務金款額，由目前服務滿1年可獲每月工資的三分之二作為補償，下調至每月工資的一半。



早前，香港環境衛生業界大聯盟、香港物業管理聯會和保安業商會已於2017年3月12日舉行聯合記者招待會，表示強烈反對，理由包括：

1. 取消「對沖」機制，是違反當初設立強積金的原意、違背對商界的承諾和推翻現行退休安排的背後理念，勞工界和政府都會被商界認為是過橋抽板、得寸進尺，嚴重破壞三方的互信和合作關係。
2. 政府遞減形式補貼10年後全身而退，剩下每個僱主各自獨力全面負責，面對無限財政風險，令僱主陷入財困深淵。
3. 政府遞減形式補貼，使企業難以準確計算成本，企業唯有設法不讓僱員累積年資，嚴重打擊勞資的和諧關係。
4. 政府的方案對合約制服務行業影響最大，甚至是改變了行業的生態。因額外支付長服金 / 遣散費的成本難以估算，迫使僱主每次以18個月合約期為限聘用僱員，從而避免遣散費 / 長期服務金的負擔以保持競爭力。
5. 支持立法會紡織及製衣界議員鍾國斌先生提出的「一人一百免對沖」改良方案。

今屆政府表明立場，一定要取消對沖，但會再與社會各界商討修訂有關方案，新建議包括保留以月薪三分之二計算長期服務金及遣散費，但賠償上限由三十九萬元調低至約二十萬元。

## UPCOMING EVENTS

### Local: Hong Kong 香港

Eco Expo Asia 2017 國際環保博覽 2017  
26 - 29 October 2017  
Asia World Expo 亞洲國際博覽館  
[www.ecoexpoasia.com](http://www.ecoexpoasia.com)

### Overseas 海外

ISSA/InterClean North America 北美清潔博覽  
11 - 14 September 2017  
Las Vegas, The USA 美國洛杉磯  
[show.issa.com](http://show.issa.com)

CMS Berlin 2017 柏林清潔博覽  
19 - 22 September 2017  
Berlin, Germany 德國柏林  
[www.cms-berlin.de/en/AboutCMS](http://www.cms-berlin.de/en/AboutCMS)

Loo of the Year Awards 年度廁所頒獎禮  
2 December 2017  
Solihull, United Kingdom 英國索利赫爾  
[www.loo.co.uk](http://www.loo.co.uk)

The Manchester Cleaning Show 曼徹斯特清潔博覽  
11 - 12 April 2018  
Manchester, United Kingdom 英國曼徹斯特  
[cleaningshow.co.uk/manchester](http://cleaningshow.co.uk/manchester)

## 活動及展覽會預告

### Asia: Shanghai, China 亞洲：中國上海

Expo Clean for Commercial Properties and Hotels 2018  
中國清潔博覽  
26 - 28 April 2017  
Shanghai New International Expo Centre  
上海新國際博覽中心  
[www.chinacleanexpo.com](http://www.chinacleanexpo.com)

WFBSC 2017 世界大廈服務承辦商聯盟會議 2017  
18 - 20 September 2017  
Berlin, Germany 德國柏林  
[wfbsc2017.berlin](http://wfbsc2017.berlin)

Clean Middle East Pulire 中東清潔博覽  
7 - 9 November 2017  
Dubai, UAE 中東杜拜  
[www.mectw.com](http://www.mectw.com)

Clean India Technology Week 印度清潔博覽 2018  
18 - 20 January 2018  
Mumbai, India 印度孟買  
[www.ctwindia.com](http://www.ctwindia.com)

ISSA/InterClean Amsterdam 阿姆斯特丹清潔博覽  
15 - 18 May 2018  
Amsterdam, The Netherlands 荷蘭阿姆斯特丹  
[www.issainterclean.com/en/amsterdam](http://www.issainterclean.com/en/amsterdam)



環保工程商會  
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