SOUTH CHINA MORNING POST
15 MAY 1992

200 jobs shed in RTHK plan

THE structure of the new RTHKC was outlined in a paper released by RTHK yesterday.

Under the plan, 200 jobs will be shed and several divisions merged.

The corporation will be run by an executive director responsible to a board of governors.

While revenue will be mainly through a direct government grant, RTHKC will be encouraged to find commercial sponsorship, but is likely to stop short of accepting advertising.

The loss of 200 jobs confirms a report in the *South China Morning Post* last November which revealed that 100 broadcasting staff would lose their jobs, with a further 100 civil servants taking early retirement or being redeployed to other government departments. RTHKC is expected to operate with 770 employees.

The governors will have the power to hire and fire employees and determine their working conditions. The document says that pay will be "market-based" and aligned to salaries at other Hongkong broadcasting organisations.

It will mean the end of civil service perks like subsidised accommodation and payment of school fees. Bonus payments to reward "outstanding performers" and termination of "inadequate performers" are also envisaged.

The arrival of RTHKC will also see the end of the three-tiered employee system under which staff were either civil servants or on contract.

Corporatisation, the document states, is part of a worldwide trend for government broadcasters, including those in Canada, Australia, Japan, New Zealand, South Korea and Singapore.

"By transferring the responsibility of administration to a statutory board, it increases the transparency and also the accountability in the operation of a public broadcaster.

"It also helps to avoid the potential conflicts of a government having to perform a dual role of being a policy maker for broadcasting and an administrator of a public broadcaster."