

立法會

Legislative Council

LC Paper No. CB(4)896/19-20
(These minutes have been seen
by the Administration)

Ref : CB4/PL/PS

Panel on Public Service

**Minutes of meeting held on
Friday, 19 June 2020, at 8:45 am
in Conference Room 2 of the Legislative Council Complex**

Members present : Hon KWOK Wai-keung, JP (Chairman)
Hon POON Siu-ping, BBS, MH (Deputy Chairman)
Hon Mrs Regina IP LAU Suk-ye, GBS, JP
Hon Charles Peter MOK, JP
Hon Elizabeth QUAT, BBS, JP
Dr Hon CHIANG Lai-wan, SBS, JP
Hon CHU Hoi-dick
Hon LAM Cheuk-ting
Hon SHIU Ka-fai, JP
Dr Hon Pierre CHAN
Hon CHAN Chun-ying, JP
Hon LUK Chung-hung, JP
Hon Jeremy TAM Man-ho
Hon Tony TSE Wai-chuen, BBS

Members absent : Hon Christopher CHEUNG Wah-fung, SBS, JP
Hon IP Kin-yuen

**Public Officers
attending** : **Agenda item III**

Mr Patrick NIP, JP
Secretary for the Civil Service

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Ms Amy WONG, JP
Deputy Secretary for the Civil Service 2

Mr Benjamin MOK
Principal Assistant Secretary for the Civil Service
(Pay & Leave)

Agenda item IV

Mr Patrick NIP, JP
Secretary for the Civil Service

Mr Brian LO, JP
Acting Permanent Secretary for the Civil Service

Ms Gladys LEUNG
Assistant Commissioner for Rehabilitation

Mr Jack LAU
Senior Labour Officer (Selective Placement)

**Attendance by
invitation**

: **Agenda item IV**

Mr MOK Ka-hon

Let's Talk ADHD

Ms FOK Choi Ling
Founder

Ms LAM Sin Man

Labour Party

Mr KWOK Wing-kin
Chairperson

Alliance of Quota System for Employment of
Persons with Disabilities

Mr TANG Chit-ping
Convenor

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Dialogue in the Dark (HK) Foundation Limited

Mr ZHU Min
Inclusion & Diversity Consultant

Mr YIP Ka-ho, Tonie

Direction Association for the Handicapped

Mr CHU Cheuk-man
Policy Advocacy Officer

The Hong Kong Society for the Deaf

Mr CHAN Kwun-chuen
Member

Clerk in attendance : Mr Colin CHUI
Chief Council Secretary (4)3

Staff in attendance : Ms Maggie CHUNG
Senior Council Secretary (4)1

Miss Carol WONG
Council Secretary (4)1

Mr Griffin FUNG
Legislative Assistant (4)7

Ms Prima LAI
Legislative Assistant (4)1

Ms Karin TSOI
Clerical Assistant (4)1

I. Information papers issued since the last regular meeting on 20 April 2020

(LC Paper No. CB(4)553/19-20(01) -- Letter dated 7 May 2020 from
Dr Hon CHIANG Lai-wan
regarding fringe benefits under

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the terms of appointment to the civil service (Chinese version only)

LC Paper No. CB(4)664/19-20(01) -- Administration's response to the letter dated 7 May 2020 from Dr Hon CHIANG Lai-wan regarding fringe benefits under the terms of appointment to the civil service)

Members noted that the above papers had been issued since the last regular meeting of the Panel on Public Service ("the Panel") held on 20 April 2020.

(The Chairman suspended the meeting at 8:51 am for emergency repair of the public announcement system. The meeting subsequently resumed at 8:54 am.)

II. Date of next meeting and items for discussion

(LC Paper No. CB(4)699/19-20(01) -- List of outstanding items for discussion

LC Paper No. CB(4)699/19-20(02) -- List of follow-up actions)

2. The Chairman informed members that the next regular meeting would be held on 10 July 2020 at 10:45 am. The Administration had proposed to discuss the following items:

- (a) Progress of the study on the proposal on oath-taking by civil servants; and
- (b) Anti-epidemic Fund 2.0: Job Creation Scheme and Matching Grant Scheme for Skills Upgrading.

3. Given that the next regular meeting would be the last meeting of this session, and some Panel members had repeatedly requested discussion of "Political neutrality of civil servants and staff of Government-funded public bodies and the interdiction arrangements for civil servants" (i.e. item 9 in the "List of outstanding items for discussion" of the Panel), the Chairman proposed that the subject matter should be discussed in the context of discussing the proposed discussion item mentioned in paragraph 2(a) above.

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4. Supporting the Chairman's proposal, Mr LAM Cheuk-ting suggested that the title of the first proposed discussion item should be revised as "Progress of the study on the proposal on oath-taking by civil servants and political neutrality of civil servants". Secretary for Civil Service ("SCS") accepted the proposal and undertook to revise that title accordingly.

(Post-meeting note: The agenda and notice of the meeting on 10 July 2020 were subsequently issued to members vide LC Paper No. (4)759/19-20 on 24 June 2020.)

III. 2020-2021 civil service pay adjustment

(File Ref.: CSBCR/PG/4-085-001/85 -- Legislative Council Brief

LC Paper No. CB(4)699/19-20(03) -- Paper on 2020-2021 civil service pay adjustment prepared by the Legislative Council Secretariat (updated background brief)

Other relevant papers

LC Paper No. CB(4)724/19-20(01) -- Submission from the Government Disciplined Services General Union (Chinese version only)

LC Paper No. CB(4)724/19-20(02) -- Submission from the Hong Kong Civil Servants General Union (Chinese version only))

5. At the invitation of the Chairman, SCS briefed members on the 2020-2021 civil service pay adjustment as set out in the Legislative Council Brief (CSBCR/PG/4-085-001/85).

6. The Chairman drew members' attention to the letters from the Government Disciplined Services General Union (LC Paper No. CB(4)724/19-20(01)) and the Hong Kong Civil Servants General Union (LC Paper No. CB(4)724/19-20(02)) conveying their views on the 2020-2021 civil service pay adjustment.

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7. Members were reminded that since the 2020-2021 civil service pay adjustment decision had no additional financial implications, there would be no funding applications to be submitted to the Finance Committee by the Administration.

8. Mr CHAN Chun-ying declared that he was a member of the Standing Commission on Civil Service Salaries and Conditions of Service. Mr Tony TSE declared that he was a member of the Standing Committee on Disciplined Services Salaries and Conditions of Service.

The established mechanism for and factors considered in making pay adjustment decisions

The established mechanism

9. The Chairman asked if this was the first time the Administration decided a pay freeze even though a positive net pay trend indicator ("PTI") was recorded. He pointed out that the net PTIs reflected the situation in the previous financial year. It was not fair to use lagging data to determine the salary level in the current year.

10. The Chairman quoted a survey about the 2020-2021 civil service pay adjustment conducted by the Government Employees Association with the following findings:

- (a) 84% of respondents considered a pay rise necessary to catch up with higher cost of living;
- (b) 86% of respondents agreed that the Administration should carry out the civil service pay adjustment exercise according to the existing mechanism and the six factors mentioned in paragraph 6 of the Legislative Council Brief ("the six factors"); and
- (c) 73% of respondents expected a pay rise of not less than 3% after deduction of the payroll cost of increments.

11. In view of opposition from various staff unions and the abovementioned survey results, the Chairman asked whether the Administration would consider altering the pay freeze decision.

12. The Deputy Chairman was dissatisfied that the Administration did not show respect for the established mechanism. Only one staff union had proposed a pay freeze for three years. Neither the outcome of the Pay Trend Survey ("PTS"), i.e. the gross PTIs, nor the opinions of the staff unions were

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given due consideration. He considered that the Administration should consider effecting a pay rise for civil servants in view of the positive net PTIs and inflation to maintain the purchasing power of civil servants.

13. The Chairman asked if the pay freeze was a political consideration. He also enquired whether the Administration had considered the proposed pay freeze for three years put forward by the Hong Kong Chinese Civil Servants' Association.

14. Mr CHAN Chun-ying asked whether there were different weightings among the six factors taken into account by the Administration for determining civil service pay adjustment each year. He also asked whether the Administration would consider reviewing the established annual civil service pay adjustment mechanism as the pay adjustment decision did not follow the net PTIs.

15. SCS explained that, in determining the annual civil service pay adjustment, the Chief Executive ("CE")-in-Council would take all the six factors into account in a holistic approach. He further explained that, by design, PTS would capture the annual pay adjustment of the surveyed companies from 2 April in the previous year to 1 April this year. Each year before the survey began the PTS Committee would review and continuously improve the survey methodology.

16. SCS emphasized that there was no political consideration in the pay freeze decision. The CE-in-Council had made the decision having regard to all relevant factors and not just on the basis of the suggestion of any particular staff union. He pointed out that there was a precedent case of the 1999-2000 civil service pay adjustment where a pay freeze decision was made across all salary bands despite a positive net PTI for the middle salary band.

17. SCS elaborated that as all six factors should be taken into account in determining the annual civil service pay adjustment under the established mechanism, it was possible that the final decision on pay adjustment did not follow the net PTIs. This had happened nine times in the past 28 pay adjustment exercises when PTS was conducted.

18. Mr Tony TSE suggested that the Administration should build systematic communication networks with staff unions for communicating with civil servants on different government policies. The Chairman also asked the Administration to visit government offices and meet with civil servants more frequently to listen to their opinions about pay freeze.

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19. SCS replied that he had personally met with the staff side of the four central consultative councils and the four major service-wide staff unions on 28 May 2020 to hear from them direct their views about the pay adjustment exercise this year. Also, the pay claims from the staff side had been fully reflected to and considered by the CE-in-Council before the decision was made. He considered that the communication with staff side regarding pay adjustment had been working effectively over the years. Recently he had visited the Hong Kong Police Force and met with staff of various ranks to exchange views on matters of mutual concern.

20. SCS added that 43 politically appointed officials comprising secretaries of bureaux, the Director of the Chief Executive's Office, under secretaries and political assistants had donated their salary of one month to the Community Chest to demonstrate the commitment to tide over the difficult times with the general community. CE had also announced that the politically appointed officials would not have their salaries adjusted according to inflation on 1 July 2020 as per the established mechanism in view of the present economic situation.

Civil service morale

21. Expressing his appreciation for the efforts of civil servants in dealing with the social unrest and the outbreak of Coronavirus Disease 2019 ("COVID-19"), the Deputy Chairman said that the pay freeze would bring huge disappointment to civil servants and thus affecting civil service morale. He asked the Administration if there were other measures to boost civil service morale. Mrs Regina IP raised a similar question about boosting civil service morale, especially for healthcare workers, government school teachers and disciplined forces.

22. Recalling the special work arrangement earlier this year under which civil servants were asked to work from home to reduce the risk of the spread of COVID-19 in the community, Mr Tony TSE conveyed comments from some civil servants that the Administration had not provided adequate equipment and technology support to facilitate civil servants to work from home. He had also personally visited some work places of civil servants and found that there was room for improvement in respect of equipment and office environment.

23. SCS replied that the pay freeze might not fully meet the expectations of all civil servants, and those in the lower salary band would be particularly affected. To maintain civil service morale, the Administration would continue to communicate with the staff side on matters such as remuneration package and working environment of civil servants. The Administration would continue to promote the use of technology to enhance work efficiency and improve working

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conditions. He also expressed his gratitude to civil servants for their dedication and professionalism in coping with challenges arising from the special work arrangement.

Pay adjustment for staff in subvented organizations

24. Mr CHAN Chun-ying enquired whether the pay freeze for civil servants would have any impact on subvented organizations, including the amount of funding they would be allocated under the Lump Sum Grant subvention system and the salary adjustment for their staff. SCS replied that it would be up to the subvented organizations to draw up their own salary adjustment policies for employees who were not civil servants. In light of the pay freeze decision, there would not be any adjustment to the subventions for subvented organizations for this financial year.

Other concerns

25. The Chairman and the Deputy Chairman said that as employers in the private sector would make reference to the Government's decision in determining their pay adjustment level, the Administration should decide a pay rise for civil servants in order to take the lead to maintain the salary level of all employees in Hong Kong.

26. SCS said that while the civil service pay adjustment decision might have some effect on salary adjustment in the private sector, it was not one of the factors to be taken into account in the annual civil service pay adjustment exercise.

27. Mrs Regina IP considered that the current economic recession was more severe than those in 2003 and 2008. She asked if the Administration could ensure that it would not implement pay reduction through legislation in the coming few years even if the economic downturn continued. SCS responded that while a pay freeze was considered appropriate in this financial year having regard to all relevant factors including the present economic situation, he could not give any indication about the decisions to be made in future years as they would be made with regard to all the six factors prevailing at the time.

28. Mrs Regina IP enquired about the progress of grade structure review for disciplined services. SCS replied that work in this respect had been delayed and meetings with the management and staff side could not be arranged due to COVID-19 and the special work arrangement that had been implemented as a result earlier this year. As he understood, work on grade structure review had recently resumed.

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IV. Employment of persons with disabilities in the civil service

(LC Paper No. CB(4)256/19-20(03) -- Administration's paper on employment of persons with disabilities in the civil service

LC Paper No. CB(4)699/19-20(04) -- Paper on employment of persons with disabilities in the civil service prepared by the Legislative Council Secretariat (updated background brief)

Other relevant papers

LC Paper No. CB(4)256/19-20(05) -- Submission from a member of the public received on 12 January 2020 requesting the Panel to hold a public hearing on "Employment of persons with disabilities in the civil service" (Chinese version only)

Submissions from deputations/individuals not attending the meeting

LC Paper Nos. CB(4)724/19-20(03)-- Written submissions from to (05) deputations/individuals not attending the meeting)

Presentation of views by deputations/individuals

29. The Chairman welcomed deputations/individuals to present their views to the Panel. He reiterated that neither deputations/individuals when addressing the Panel at the meeting nor their written submissions were covered by the protection and immunity under the Legislative Council (Powers and Privileges) Ordinance (Cap. 382).

30. Members received oral representation from nine deputations/individuals and noted three written submissions from an individual not attending the meeting. In gist, the major views/concerns of the attending deputations/individuals were as follows:

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- (a) deputations/individuals were concerned about the decreasing trend in both the percentages of persons with disabilities ("PWDs") in the strength of the civil service and the number of newly recruited civil servants with disabilities in the last 10 years. Some deputations/individuals pointed out that the Administration did not provide PWDs with adequate assistance or accommodation needed in recruitment tests/interviews;
- (b) to facilitate the employment of PWDs, the Administration should provide job-matching assistance for PWDs who applied for government jobs, introduce a target ratio, say 2%, of Government employees being PWDs, and include such ratio as one of the tender conditions for public works and Government outsourced services; and
- (c) the Administration should help PWDs develop their capabilities by encouraging private sector and public/private employment agencies to provide PWDs with on-the-job training and by setting up Internship Scheme for PWDs ("the Scheme").

A summary of the views expressed by deputations/individuals was in the **Appendix**.

The Administration's response to the views expressed by deputations/individuals

31. At the invitation of the Chairman, SCS made the following points in response to the views expressed by the deputations/individuals:

- (a) it was the Administration's policy to formulate and implement appropriate measures to provide equal employment opportunities for PWDs and facilitate their participation in the recruitment process of government positions. Applicants with disabilities meeting the basic entry requirements for a post would not be subject to shortlisting criteria (if any), and would automatically be invited to attend the selection test/interview; the test/interview process would be suitably adjusted to cater for their special needs upon request; and they could reflect to the Administration if assistance was not provided adequately. Bureaux/departments ("B/Ds") were reminded of the policy and guidelines on the employment of PWDs when conducting recruitment exercises;

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- (b) B/Ds would arrange suitable postings for PWDs having regard to their specific conditions. With a view to assisting civil servants with disabilities in performing their duties, B/Ds would ascertain their needs at workplace and provide them with on-the-job assistance and suitable accommodation, such as modifying the working environment and procuring necessary technical aids and office furniture/equipment;
- (c) the Administration was mindful that the total number of civil servants with disabilities had declined in the past decade, and it would try to find out the underlying reasons and improve the employment situation of PWDs in the civil service;
- (d) the Civil Service Bureau ("CSB") had received positive feedbacks on the Scheme. 300 full-time students with disabilities from tertiary institutes and the Shine Skills Centre of the Vocational Training Council had participated in the Scheme since it was launched in 2016. In 2020, the Administration would provide about 100 internship places so that more young PWDs would have an internship opportunity in the Government; and
- (e) the Labour Department ("LD") had implemented the Work Orientation and Placement Scheme ("WOPS") to encourage employers to hire PWDs and provide them with on-the-job training, coaching and support through the provision of an allowance. From the second half of 2020, LD would launch enhancement measures under WOPS to further encourage employers to hire PWDs. The maximum allowance payable to employers for each PWD employee would be increased by \$9,000 to a total of \$60,000. LD also planned to launch a pilot scheme in the second half of 2020 to encourage eligible PWDs to undergo and complete on-the-job training under WOPS through the provision of a retention allowance. Employees engaged under WOPS would be offered a retention allowance of \$3,000 if they stayed in the on-the-job training posts for three months. Thereafter, the employee would receive an additional allowance of \$1,000 for each ensuing month if he/she stayed in the same job. The maximum period was nine months.

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Employment situation of PWDs in the civil service

32. In response to the enquiries of Mr SHIU Ka-fai and Mr CHU Hoi-dick regarding the employment situation of PWDs in the civil service, SCS advised that as at 31 March 2019, there were 2 881 PWDs in the civil service, accounting for around 1.6% of the strength of the civil service (i.e. 174 902 civil servants), with 90 of them being new recruits who had joined the service in 2018-2019. More statistics on the number of PWDs in the civil service in the past five years were set out in the background brief prepared by the Legislative Council Secretariat (LC Paper No. CB(4)699/19-20(04)) and provided by the Administration for the special meetings of the Finance Committee to examine the Estimates of Expenditure for 2019-2020.

33. Noting from Appendix VI to the background brief that the number of PWDs leaving the civil service had been increasing since 2013-2014, the Deputy Chairman enquired about the reasons for such increase even though the Administration had extended the retirement age of civil servants. SCS explained that the arrangement of extending the retirement age was only applicable to the following civil servants: (a) serving civil servants who joined the Government between 1 June 2000 and 31 May 2015 and had opted to extend their retirement age; and (b) civil servants who joined the Government on or after 1 June 2015. It therefore might not have an immediate impact on the retirement position of the civil service. SCS further pointed out that to his understanding, most of PWDs left the civil service due to retirement.

34. At the request of the Deputy Chairman, SCS undertook to provide the number of PWDs leaving the civil service in the past five years, with a breakdown by B/Ds and their reasons for leaving the service.

(Post-meeting note: The Administration's response was issued to members vide LC Paper No. CB(4)801/19-20(01) on 7 July 2020.)

35. Ms Elizabeth QUAT, Mr LAM Cheuk-ting and Mr SHIU Ka-fai were concerned that the percentage of PWDs in the strength of the civil service had dropped from 2% in 2014-2015 to 1.6% in 2018-2019. They called on the Administration to find out the reasons for such decrease and take measures to address the problem. Noting that the success rate of applicants with disabilities was also lower than that of other applicants in the 188 recruitment exercises conducted and concluded by B/Ds from April 2018 to September 2019, Mr LAM suggested that CSB should remind B/Ds to keep in view the employment situation of PWDs in the civil service.

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36. SCS stressed that as the Administration did not require serving civil servants and applicants for government jobs to declare their disabilities, the figures on civil servants with disabilities only reflected the lowest estimate known to the Administration. Besides, the number of PWDs in the civil service and the success rate of applicants with disabilities for civil service vacancies fluctuated each year, depending on the recruitment and wastage situation in individual B/Ds, as well as whether the job types of the vacancies were suitable for PWDs. Noting the decreasing trend in the number of PWDs in the civil service, the Administration would seriously look into the underlying reasons and address the problem through the enhancement of recruitment and retention, including offering assistance to PWDs in the recruitment process, improving the working conditions and providing support for serving civil servants with disabilities etc. CSB would also remind B/Ds of the policy and guidelines on facilitating the employment of PWDs in the civil service.

37. At the request of the Chairman and Dr CHIANG Lai-wan, SCS undertook to provide the following information:

- (a) the number of civil servants known to have attention deficit/hyperactivity disorder in the past five years; and
- (b) percentages of civil servants who became disabled after joining the civil service and of new recruits with disabilities in the total number of civil servants with disabilities (as at 31 March 2019).

(Post-meeting note: The Administration's response was issued to members vide LC Paper No. CB(4)801/19-20(01) on 7 July 2020.)

Measures to facilitate the employment of persons with disabilities in the civil service

38. The Chairman asked about the Administration's long-term strategies to foster PWDs' employment in the civil service, as well as the feasibility of increasing the percentage of PWDs in the Government to 2% as requested by attending deputations/individuals or setting a lower limit for the number of civil servants with disabilities. The Chairman also enquired whether the Administration would consider designating a proportion of job quota for PWDs among the 30 000 time-limited jobs to be created in the public and private sectors under the Job Creation Scheme of the Anti-epidemic Fund. Mr SHIU Ka-fai asked whether the Administration would consider employing PWDs in the Government the number of whom being set at a certain percentage of the strength of the civil service.

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39. The Deputy Chairman remarked that the Government, being the biggest employer in Hong Kong, should endeavour to eliminate all forms of discrimination in employment. The Deputy Chairman and Dr CHIANG Lai-wan pointed out that the Panel had been requesting the Administration to set a target ratio of PWDs in the civil service over the years. Dr CHIANG called on the Administration to make reference to overseas countries in setting an employment target of underprivileged persons in B/Ds and make use of the commendation schemes to motivate B/Ds to meet the target. Mr LAM Cheuk-ting commented that CSB should urge B/Ds to provide more employment opportunities for PWDs. Mr LAM and Ms Elizabeth QUAT opined that setting a target ratio of civil servants with disabilities in B/Ds, say 2%, would be conducive to promoting the employment of PWDs in B/Ds.

40. Mr CHU Hoi-dick suggested that the Administration should launch the employment quota system for PWDs in B/Ds by phases. Given that B/Ds would normally propose to increase their establishment in the Budget, he proposed that CSB should identify whether any new civil service posts were suitable for PWDs and ask B/Ds concerned to fill up a proportion of such posts by PWDs.

41. SCS replied that the Government did not have any plan to set a lower or upper limit for the number of PWDs working in the Government. He explained that appointment to the civil service was based on the principle of open and fair competition. Instead of introducing an employment quota for PWDs in the Government, the Administration considered it more appropriate to facilitate PWDs' employment in the civil service by providing them with equal access to openings like other applicants. As such, the Administration formulated and implemented measures to facilitate PWDs' participation in the recruitment process of government positions. In addition, CSB had launched the Scheme since 2016 to provide opportunities for students with disabilities to acquire hands-on work experience in the Government and enable participating B/Ds to better understand the ability and potential of PWDs, thus encouraging B/Ds to employ more PWDs in the long run. The Administration would also identify room for improvement in the measures to promote the employment of PWDs in the civil service.

42. Mr LAM Cheuk-ting raised concern about the difficulties revealed by some deputations/individuals in the recruitment exercises of civil service posts. He considered that the Administration should put PWDs in a more advantageous position than other applicants in the application of civil service posts. Dr CHIANG Lai-wan called on the Administration to give preference to PWDs found suitable for appointment.

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43. SCS pointed out that under the principle of providing PWDs with equal access to government jobs like other applicants, the Administration had put in place appropriate measures to facilitate their participation in the recruitment process and accorded them an appropriate degree of preference for appointment.

44. Noting that the nature and degree of disabilities of PWDs varied, Mr SHIU Ka-fai considered that individual B/Ds should designate officers to assign postings and duties to appointees with disabilities according to their nature and degree of disabilities, and LD should form a team to provide job-matching service for PWDs.

45. SCS advised that B/Ds had been arranging postings for PWDs in the civil service having regard to their individual conditions and providing them with adequate work accommodation and necessary technical aids to assist in their performance of duties. For instance, appointees with disabilities would be assigned to an office near their place of residence, where possible. Assistant Commissioner for Rehabilitation added that it was the Administration's policy to support PWDs who were ready for employment in seeking and sustaining open employment, through provision of vocational training covering job skills, job attachment and job trial, while providing incentives (e.g. allowances) to employers of PWDs in the private sector and grants for setting up social enterprises for creating more employment opportunities for PWDs. In this connection, LD's Selective Placement Division was responsible to provide personalized employment services and employment counselling, and to conduct job matching and referral for job seekers with disabilities fit for open employment.

46. Pointing out that some overseas countries had engaged PWDs to assist in immigration clearance duties in airports, Ms Elizabeth QUAT suggested that the Administration should consider creating new types of jobs for PWDs. Mr CHU Hoi-dick shared a similar view. SCS advised that he would explore the feasibility of the suggestion.

47. Dr CHIANG Lai-wan suggested that the Administration should specify, in recruitment advertisements of civil service vacancies, of those job types which were suitable for PWDs. Senior Labour Officer (Selective Placement) pointed out that placement officers of LD's Selective Placement Division would, among others, disseminate up-to-date labour market information, including information on civil service vacancies, to job seekers with disabilities on daily basis.

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48. Given that PWDs (be they job applicants or serving civil servants) were not required to declare their disabilities, the Chairman asked how the Administration could ascertain the assistance they needed in the recruitment process or at the workplace. SCS advised that applicants for government jobs could choose to declare their disabilities in the application form for Government jobs (i.e. G.F. 340), and recruiting B/Ds would ascertain from individual applicants who had declared their disabilities any assistance or accommodation needed and suitably adjust the test/interview process to cater for the special needs of these applicants. As regards serving civil servants with disabilities, the Administration would procure necessary technical aids and office furniture/equipment and adjust the working environment to cater for their working needs upon request.

49. Referring to paragraph 2(iii) of the Administration's paper (LC Paper No. CB(4)256/19-20(03)), the Deputy Chairman requested the Administration to provide the number of PWDs applying for government jobs who were found suitable by the recruitment board to carry out the duties of certain posts in a specific rank and were recommended for appointment in the past five years, even though they might not be able to perform the full range of duties of every post in the rank concerned due to their disabilities.

(Post-meeting note: The Administration's response was issued to members vide LC Paper No. CB(4)801/19-20(01) on 7 July 2020.)

Internship Scheme for Students with Disabilities

50. In response to the Deputy Chairman's enquiry about the number of interns who had joined the civil service after participating in the Scheme, SCS advised that at least four alumni of the Scheme had joined the civil service as Administration Officers/Executive Officers since the Scheme was launched in 2016.

V. Any other business

51. There being no other business, the meeting ended at 11:06 am.

Panel on Public Service

Meeting on Friday, 19 June 2020, at 8:45 am

Agenda item IV - Employment of persons with disabilities in the civil service

Summary of views and concerns expressed by deputations/individuals

No.	Name of deputation/individual	Submission/Major views and concerns
1.	Mr MOK Ka-hon	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)699/19-20(05) (English version only)
2.	Let's Talk ADHD	<ul style="list-style-type: none"> • With a view to facilitating the work of civil servants with attention deficit/hyperactivity disorder, the Administration could use colours, pictures, photos in working documents to help enhance their attention.
3.	Ms LAM Sin Man	<ul style="list-style-type: none"> • The Administration should enhance an inclusive society, so that all individuals could enjoy equality and respect in different areas of life. • The Administration had the responsibility to help persons with disabilities ("PWDs") develop their capabilities.
4.	Labour Party	<ul style="list-style-type: none"> • The percentage of PWDs in the strength of the civil service was decreasing in the past few years, and the number of newly recruited civil servants with disabilities represented only 0.8% of the total number of new recruits in the civil service in 2018-2019. • The Administration had not provided PWDs with adequate assistance during recruitment tests/interview processes. • The Administration should take the lead in introducing an employment quota system for PWDs.
5.	Alliance of Quota System for Employment of Persons with Disabilities	<ul style="list-style-type: none"> • Both the percentages of PWDs in the strength of the civil service and the number of newly recruited civil servants with disabilities were on a decreasing trend in the past few years. • The Administration should take the lead in setting a prescribed ratio, say 2%, of the

No.	Name of deputation/individual	Submission/Major views and concerns
		<p>number of PWDs to be employed in the civil service and in the 30 000 time-limited jobs to be created in both the public and private sectors under the Job Creation Scheme of the Anti-epidemic Fund.</p> <ul style="list-style-type: none"> • Employment of PWDs should form part of the tender conditions for public works and Government outsourced services.
6.	Dialogue in the Dark (HK) Foundation Limited	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)699/19-20(06) (Chinese version only)
7.	Mr Tonie YIP Ka-ho	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)699/19-20(07) (Chinese version only)
8.	Direction Association for the Handicapped	<ul style="list-style-type: none"> • PWDs were facing employment difficulties. According to the Hong Kong Poverty Situation Report on Disability 2013 published by the Census and Statistics Department, only around 40% of the working-age PWDs were economically active and above 6% of them were unemployed in 2013. • The Administration should introduce a target ratio of civil servants with disabilities set at 2% of the strength of the civil service. • The Government should regularly gather and publish statistics relating to the employment of PWDs in the civil service for public reference.
9.	The Hong Kong Society for the Deaf	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)699/19-20(08) (Chinese version only)