

Your Ref. CB2/PL/WS

Dated: 24.5.2001

4 June 2001

The Honourable LAW Chi-kwong, JP
Chairman
LegCo Panel on Welfare Services,
Legislative Council

Dear Dr. LAW,

**Positioning SWD for Greater Challenge:
Government Social Work Officers Association's Stance**

Thank you for your letter dated 24.5.2001 and request for written submission on our view towards Social Welfare Department's re-structuring. The Government Social Work Officers Association is a staff union representing the social work officer grade in Social Welfare Department. Upon consultation of our members, the following is our stance on the proposed restructuring of Social Welfare Department.

The Association agrees and supports the proposed re-organization of structure to address new demands arising from changing welfare needs of the community. We agree that the present three-tier structure i.e. Headquarters, Region and District, which has been established for over two decades, should be reviewed. The present organization structure should be streamlined so as to increase the Department's responsiveness to meet community needs, to enhance efficiency and productivity and to meet new challenges in the planning and co-ordination of welfare services.

The Association is ready to work closely with the Management regarding the details of the implementation of the new structure and expects Management to respect the views from staff side in the proposed restructuring. In this regard, the Association has already initiated discussions with Management and has fruitful sharing in particular the pace of re-organization

and the staffing structure at district level. We will continue to involve members in the process to make the SWD re-structuring exercise a success and to improve our service and benefit our customers as our ultimate goal.

Yours sincerely,

(Peter NG)
Chairman,
Government Social Work Officers Association