

立法會
Legislative Council

LC Paper No. FC64/05-06

Ref : CB1/F/1/3
Tel : 2525 4354
Date : 8 May 2006
From : Clerk to the Finance Committee
To : Members of the Finance Committee

Finance Committee

Follow-up to meeting on 16 December 2005

At the Finance Committee meeting on 16 December 2005 when members considered paper FCR(2005-06)35 regarding “Loan for the Ocean Park Redevelopment Plans”, the Ocean Park Corporation (OPC) was asked to respond to the following requests –

- (a) making it an established policy to enable the underprivileged people to enjoy the Ocean Park; and
- (b) imposing a quota to employ the disabled people as far as possible.

The responses from OPC are now attached for members’ reference.

(Ms Pauline NG)
Clerk to the Finance Committee

Encl.

Ocean Park Corporation's Policy
to Engage Underprivileged Guests to Enjoy the Park

INTRODUCTION

1. As a not-for-profit organization, Ocean Park not only works diligently to keep our admission price affordable and reasonable, but also has established an admission policy for the underprivileged to fulfill our social responsibility to the society. Over the years, this policy has benefited a wide range of underprivileged groups through different admission mechanisms and channels, namely welfare group tickets, charitable organization sponsorships, the International Day of Disabled Persons (IDDP) Ocean Park Fun Day, concessionary rates for the disabled, free senior citizen tickets and school group tickets.

WELFARE GROUP TICKETS

2. Welfare group tickets are offered to bona fide organizations registered under the Social Welfare Department of the HKSAR Government or receiving social welfare subvention. Ticket price is \$20 per person (current adult admission price is \$185). Complimentary tickets will be issued to volunteers and helpers in the ratios (volunteer/worker: participant) from 1:1 for wheelchair bound participant to 1:8 for other welfare groups. Total welfare group attendance is around 1% of the Park's attendance per year.

CHARITABLE ORGANIZATION SPONSORSHIP

3. Apart from the welfare group tickets offered to the eligible social welfare organizations, charity sponsorships in the form of complimentary tickets are also granted to the other charity organizations and underprivileged groups such as the Community Chest and other charity foundations set up in Hong Kong. A total of 24,513 complimentary tickets were issued to the underprivileged groups in 2005.

INTERNATIONAL DAY OF DISABLED PERSONS (IDDP) OCEAN PARK FUN DAY

4. Ocean Park has been a key supporter to the International Day of the Disabled Persons (IDDP) co-organized by the Joint Council for the Physically and Mentally Disabled and the Hong Kong Council of Social Service since 1993. The participants from Hong Kong's 18 districts joining such event are entitled to free admission and we are proud to have served more than 39,000 participants in the IDDP Ocean Park Fun Day over the past 13 years.

SENIOR CITIZENS' COMPLIMENTARY TICKETS

5. Free admission granted to Hong Kong senior citizens represents our respect to their contribution to the society over the years. The senior citizen admission policy was first introduced in January 1993 with free entry granted to seniors' aged 60 or above. An adjustment was made to such policy in July 2000 with the eligible age for free admission raised to 65 or above. The adjustment was made to be in line with the launch of the Government senior citizen card programme and the current policy on senior citizens introduced by the Government, as well as the majority of the public transportation companies, private and commercial establishments. Since January 1993 to December 2005, over 1.5 million's attendance of senior citizens have benefited from this programme.

SCHOOL GROUP TICKETS

6. Ocean Park student tickets are designed for student outings, organized by the local grammar and day schools, including kindergarten, primary and secondary schools, with the endorsement of the school principals. The student ticket is priced at \$70 for kindergarten and primary school students, and \$80 for secondary school students. One complimentary ticket will be given to each accompanying teacher for every purchase of 20 tickets. Total school group ticket attendance is around 1.5 % of the Park's attendance.

CONCESSIONARY RATES FOR THE PEOPLE WITH DISABILITIES

7. To encourage the underprivileged groups to visit the Park with their friends and families in order to ensure equality and inclusion of persons with disabilities, and achieve the common vision of "equal opportunities and full participation", we have recently launched a new programme for the people with disabilities to enjoy the Park. With effect from March 1, 2006, the Park has extended the half price admission to each local guest with disability and one accompanying person, presenting the "Registration Card for people with Disabilities" issued by the Health, Welfare and Food Bureau. As of 31 March 2006, 63 guests with disabilities, plus 42 accompanying guests, have enjoyed this concessionary discount programme.

SUMMARY

8. Excluding the newly launched 'Concessionary rate for guests with disabilities', the Park serves approximately 200,000 underprivileged guests a year, representing 5% of our annual attendance. As a socially responsible and a not-for-profit organization, the Board of Ocean Park reaffirmed at its meeting on March 23, 2006 that we will continue the Corporation's direction of looking for ways to make sure that ample opportunities are provided to the underprivileged sector of the community to enjoy the Park's facilities with their friends and families.

Ocean Park Corporation's Policy
on Employment of Persons With Disabilities

CURRENT JOINT PROGRAMME ON EMPLOYMENT OF PERSONS WITH DISABILITIES

1. Ocean Park is currently working with the St. James Settlement and the Tung Wah Group to help with the employment of persons with disabilities, and has achieved good results in their recruitment and integration. Indeed, the Park's effort of supporting the disabled community by offering employment to their members has been recognized. For example, our employees with disabilities were awarded the "Outstanding Disabled Employees Award" offered by the Labour Department in 1994. In November 2001, the Labour Department also conferred the "Enlightened Employers Award" to Ocean Park for our role as an employer of persons with disabilities.

2. To share our employment information widely with relevant parties, the Park will proactively notify the Social Welfare Department, Labour Department and Hong Kong Council of Social Service of employment opportunities with Ocean Park on a monthly basis.

CURRENT EMPLOYMENT SITUATION

3. Ocean Park currently employs 30 persons with disabilities to work in various disciplines of work in the organization, including retail, bird husbandry, park environmental service, and office reception and cleaning. Some of the employees with disabilities we employ directly, and some come through the Tung Wah Group and the St. James Settlement, in support of the efforts of these charity organizations to provide employment for mentally and physically challenged persons in commercial organizations. The 30 persons with disabilities employed by the Park represent 2.35% of the total staff population (1,276 employees) in Ocean Park.

4. For qualified persons with disabilities who seek employment or are employed by the Park, the Park provides reasonable accommodation to enable them to enjoy equal employment opportunities. Such accommodation includes modifications or adjustments in job application or interviewing process (such

as assistance in form filling or allowing welfare workers to accompany applicants for interviews), providing tools or equipments, modified work schedules, providing disabled accessible amenities and removing physical barriers in the workplace.

PARK'S EMPLOYMENT POLICY

5. The Ocean Park has adopted a policy on employment that all job applicants are considered according to their abilities to meet job requirements with a position on equality of opportunity for all job applicants and employees in relation to all personnel matters, including recruitment, training, promotion, transfer, benefits and dismissal.
6. The prevailing policy and arrangements, which place an emphasis on equality and fairness to all job applicants, including applicants with disabilities, are appropriate for the objective of employment and integration of persons with disabilities for Ocean Park. Special treatment towards persons with disabilities in employment is not a desirable or effective way to promote employment of this group of people for Ocean Park.

SUMMARY

7. We have been successful in the employment of persons with disabilities, and has achieved relatively good results in their recruitment and integration without the need of a quota system, and shall continue to do so in conjunction with these charitable organizations, and other quasi-government and welfare groups. A mandatory employment quota system is not likely to be effective in achieving the desired results of acceptance and integration of persons with disabilities within the organization. Therefore we do not consider it appropriate to specify an employment indicator, nor adopt any quota system, for the employment of persons with disabilities.
8. As a socially responsible corporate citizen in the community and in line with our not-for-profit status, the Board of Ocean Park reaffirmed at its meeting on March 23, 2006 that the Corporation will continue the aforementioned corporate philosophy and policy in providing employment opportunities to persons with disabilities.