

Dear Sir/Madam,

I have been working in a NGO agency over 10 years.

before the lump sum grant took place, the agency stopped to employ permanent staffs to take the post of ASWO as she did not want to pay a higher salary to an experienced staff whom was a SWA but sooner armed with a degree. fresh graduates were employed instead which might hinder the quality of services rendered to clients with very complicated nature.

after the lump sum grant took place, SWA was employed instead of ASWO, 1 social worker was employed to do 2 social workers' tasks, 1 WW was employed to replaced 2 WWs' left. without sufficient manpower, only very emergency services could be catered but no counselling works non team work building in the centre. contract staffs were employed, they left if they found jobs with better payment in a very fast manner, some even resigned within a week! unstable manpower and fast changing staffs affected the quality of services to our clients, especially elderly as they needed time to build up relationship with workers.

Thank you for your kind attention.

yours faithfully,

Sarah Wong

Registered Social Worker in Elderly Community Care Service

c.c. HKSWGU