

**For discussion on  
5 January 2011**

**EC(2010-11)13**

## **ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE**

**HEAD 141 – GOVERNMENT SECRETARIAT :  
LABOUR AND WELFARE BUREAU  
Subhead 000 Operational expenses**

Members are invited to recommend to Finance Committee the retention of the following supernumerary post in the Labour and Welfare Bureau for a period of three years from 10 March 2011 to 9 March 2014 –

1 Administrative Officer Staff Grade C  
(D2) (\$117,950 - \$129,000)

### **PROBLEM**

The existing supernumerary Administrative Officer Staff Grade C (AOSGC) (D2) post created in the Labour and Welfare Bureau (LWB) to support the work of poverty alleviation will lapse on 10 March 2011. There is a need to retain this post to continue providing dedicated support for the coordination of the Government's efforts in poverty alleviation and the implementation of a range of poverty alleviation tasks.

### **PROPOSAL**

2. We propose to retain the supernumerary AOSGC post in LWB for a period of three years from 10 March 2011 to 9 March 2014 to continue providing dedicated support to the work of poverty alleviation.

**/JUSTIFICATION .....**

**JUSTIFICATION***The current supernumerary post*

3. The Administration attaches great importance to poverty alleviation. Since the re-organisation of the Government Secretariat on 1 July 2007, LWB has taken up the responsibilities of overseeing and monitoring poverty alleviation matters. In particular, an inter-departmental Task Force on Poverty (Task Force), headed by the Secretary for Labour and Welfare with senior officials from relevant bureaux and departments as members, has been set up to monitor the Administration's progress in implementing the 53 recommendations made by the former Commission on Poverty (CoP) and to coordinate efforts across the Government in poverty alleviation.

4. A dedicated directorate officer is needed to support LWB's work in this regard. The Finance Committee (FC) approved (vide EC(2007-08)14) in January 2008 the creation of a supernumerary AOSGC post, designated as Principal Assistant Secretary (Poverty) (PAS(P)), in LWB for a period of three years with effect from 10 March 2008. The approved job description is at Enclosure 1.

Encl. 1

*Need to retain the post*

5. The current supernumerary post of PAS(P) will lapse on 10 March 2011. We envisage, however, that dedicated directorate staffing support will continue to be required for a range of poverty alleviation tasks, as explained in paragraphs 6 to 11 below.

*Secretariat support for the Task Force*

6. Over the past three years, the Task Force has duly followed up all the former CoP's recommendations, many of which have already been implemented, including launching the Child Development Fund (see also paragraphs 8 to 9 below), strengthening training and retraining to enhance the skills and competitiveness of young people as well as the middle-aged and low-income earners, introducing the Transport Support Scheme for employees living in remote districts (which will be replaced shortly by the Work Incentive Transport Subsidy Scheme), etc. The Administration's progress in implementing the former CoP's recommendations is set out at Enclosure 2. In the coming years, the Task Force will continue with its work. PAS(P), as the secretary to the Task Force, is required to assist in coordinating the Administration's efforts in poverty alleviation and to

Encl. 2

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monitor the progress in taking forward CoP's recommendations. More specifically, he has to prepare discussion papers, liaise with relevant bureaux and departments with regard to initiatives under their purview and coordinate reports for internal reference and public consumption, etc. In view of the complexity and multi-faceted nature of poverty issues, and the need for policy input, dedicated directorate support at the AOSGC level is required.

*Support to the Community Care Fund (CCF)*

7. In his 2010-11 Policy Address, the Chief Executive announced the establishment of CCF to provide assistance to the disadvantaged and people in need, in particular those who cannot benefit from existing social services or assistance. A Steering Committee on CCF, chaired by the Chief Secretary for Administration, has been set up to oversee and coordinate the work in this regard. Its four sub-committees, with focus on welfare, education, healthcare and home affairs respectively, will suggest projects worth supporting, define the beneficiaries, propose a priority list of items to be subsidised, assist in launching the approved projects and monitor their effectiveness. While the Home Affairs Bureau is the lead bureau for CCF, LWB is expected to be heavily involved in supporting the operation of CCF, in particular the Welfare Sub-committee. PAS(P) will be the subject officer in LWB to provide policy input and coordinate contribution from parties concerned in relation to welfare initiatives of the CCF Welfare Sub-committee and monitor their implementation. PAS(P) will also help evaluate the longer term implications of such initiatives for the Government's regular welfare services and programmes from the policy perspective and offer advice on the way forward. We envisage that there will be a substantial workload in connection with CCF in the initial years of its establishment.

*Main poverty alleviation initiatives in the labour and welfare policy areas to be spearheaded at the bureau level*

(i) Child Development Fund (CDF)

8. PAS(P) is also the subject officer responsible for various poverty alleviation initiatives in the labour and welfare policy areas. In particular, he played a key role in the setting up of the \$300 million CDF and will continue to oversee its utilisation. CDF provides funding for non-governmental organisations (NGOs) to operate three-year projects which are specially designed to promote the longer-term development of children from a disadvantaged background with a view to reducing inter-generational poverty. The first two batches of pioneer projects, benefiting a total of 2 270 children, have been rolled out. More will come on stream to meet our target of benefiting at least 13 600 children.

9. With the assistance of the Social Welfare Department (SWD), PAS(P) closely monitors the progress of CDF projects and, in the light of practical experience, proposes improvements to the overall project design. PAS(P) also serves as the secretary to the Steering Committee on CDF (SCCDF) which oversees the implementation of CDF. SCCDF is chaired by the Permanent Secretary for Labour and Welfare with members from different sectors of the community. Meanwhile, we have commissioned a longitudinal consultancy study to evaluate the effectiveness of the first batch of projects and make recommendations to the Government on how to further develop CDF into a long-term model to promote the personal development of children from a disadvantaged background. The study is expected to be completed by mid-2012. Taking into account the consultant's recommendations, we will decide on the way forward for CDF. We therefore envisage that, in the coming years, PAS(P) will continue to play a key role in monitoring the progress of the ongoing projects and rolling out new ones, serving SCCDF, overseeing the progress of the consultancy study, dealing with publicity matters, and providing policy input for the future development of CDF.

(ii) Employment Assistance Programmes under the Comprehensive Social Security Assistance (CSSA) Scheme

10. Helping people who have the ability to work to springboard to employment and achieve self-reliance is another important poverty alleviation task under LWB's policy purview. For this purpose, SWD has launched three employment assistance programmes under the CSSA Scheme, namely the Support for Self-reliance Scheme for unemployed able-bodied recipients, the Special Training and Enhancement Programme for unemployed youth with low readiness for employment, and the New Dawn Project for single parents and child carers on CSSA. Operated by NGOs commissioned by SWD, these programmes provide tailor-made employment assistance services to help the recipients overcome work barriers, enhance employability and seek paid employment. The current phase of the programmes will end in September 2011. We will embark on a comprehensive review shortly to evaluate, from both policy and operational perspectives, the overall effectiveness of these programmes, and consider the way forward, including the possibility of integrating them for more effective operation. PAS(P) will work with SWD to conduct the review, formulate an action plan and oversee its implementation.

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## (iii) One-stop training and employment service

11. Provision of “one-stop” employment assistance to able-bodied persons and those who are “difficult-to-employ” is one of the recommendations of the former CoP. PAS(P) has been providing policy lead on how best to put in place a “one-stop” training and employment service through streamlining, integrating and enhancing existing employment and training/retraining services of Labour Department (LD), SWD and the Employees Retraining Board. The purpose is to better assist the unemployed and realise the objective of helping them move from welfare to self-reliance. For this purpose, LD will set up a pioneer one-stop centre in Tin Shui Wai to try out a new service model from the second half of 2011. Currently, PAS(P) is closely monitoring the progress and development of the project. After the “one-stop” service centre has come into operation, he will collaborate with LD to review its overall effectiveness from a policy perspective and explore the possibility of adopting this integrated service model in other districts.

Encl. 3 12. In view of the need to continue with the work of the Task Force and the substantial workload of implementing various new and on-going poverty alleviation initiatives as explained in paragraphs 7 to 11 above, we consider that there is a need to retain the supernumerary post of PAS(P) for three more years. We will review the continued need for this post in the light of the progress of the work on poverty alleviation. The proposed job description of PAS(P) is at Enclosure 3.

***Non-directorate Support***

13. PAS(P) will continue to be supported by four non-directorate staff, viz. one Administrative Officer, one Senior Executive Officer, one Personal Secretary I and one Assistant Clerical Officer.

Encl. 4 14. The proposed organisation chart of the Poverty Team, headed by  
Encl. 5 PAS(P), is at Enclosure 4, whereas the proposed organisation chart of LWB is at Enclosure 5.

**ALTERNATIVES CONSIDERED**

Encl. 6 15. We have critically examined the possible redeployment of existing directorate posts to take up the work of the current PAS(P) post. As all other Principal Assistant Secretaries (PASs) and the Commissioner for Rehabilitation (C for R) (a post pitched at D2) in LWB are fully engaged in their own schedule of duties, it is operationally not possible for them to take up the tasks without adversely affecting the discharge of their current duties. The major responsibilities of other PASs in LWB and C for R are given at Enclosure 6.

**FINANCIAL IMPLICATIONS**

16. The additional notional annual salary cost of the proposed AOSGC (D2) post at mid-point is \$1,503,000. The full annual average staff cost, including salaries and staff on-cost, is \$2,097,000.

17. The notional annual salary cost at mid-point for the four non-directorate supporting staff mentioned in paragraph 13 above is \$1,894,380, and the full annual average staff cost, including salaries and staff on-cost, is \$2,334,000.

18. We will absorb the additional expenditure from within the existing provisions in 2010-11 and will reflect the necessary provision in the Estimates of the relevant years to meet the cost of the proposed extension of the supernumerary AOSGC post and the four non-directorate posts.

**PUBLIC CONSULTATION**

19. We consulted the Legislative Council Panel on Welfare Services on 13 December 2010. The majority of Members had no objections to the proposal. Some Members were concerned about the strategic role to be played by PAS(P) on poverty alleviation work, in particular that relating to the CCF. The supplementary information required is provided in this paper.

**ESTABLISHMENT CHANGES**

20. The establishment changes in LWB for the past two years are as follows –

Establishment (Note)	Number of posts			
	Existing (as at 1 December 2010)	As at 1 April 2010	As at 1 April 2009	As at 1 April 2008
A	10 + (1) #	10 + (2)	10 + (2)	10 + (2)
B	27	27	27	25
C	65	63	63	61
<b>Total</b>	102 + (1)	100 + (2)	100 + (2)	96 +(2)

/Note .....

Note:

- A - ranks in the directorate pay scale or equivalent
- B - non-directorate ranks, the maximum pay point of which is above MPS Point 33 or equivalent
- C - non-directorate ranks, the maximum pay point of which is at or below MPS Point 33 or equivalent
- () - number of supernumerary directorate posts
- # - as at 1 December 2010, there was no unfilled directorate post in LWB.

**CIVIL SERVICE BUREAU COMMENTS**

21. The Civil Service Bureau supports the proposed retention of the supernumerary AOSGC post for a period of three years to provide continued directorate support to poverty alleviation work. The grading and ranking of the proposed post are considered appropriate having regard to the level and scope of responsibilities required.

**ADVICE OF THE STANDING COMMITTEE ON DIRECTORATE SALARIES AND CONDITIONS OF SERVICE**

22. As the post is proposed on a supernumerary basis, its retention, if approved, will be reported to the Standing Committee on Directorate Salaries and Conditions of Service in accordance with the agreed procedure.

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Labour and Welfare Bureau  
December 2010

**Job Description**  
**Principal Assistant Secretary (Poverty)**  
**(as shown in Enclosure 1 to EC(2007-08)14 and approved by**  
**the Finance Committee in January 2008)**

**Rank** : Administrative Officer Staff Grade C (D2)

**Responsible to** : Deputy Secretary for Labour and Welfare (Welfare) 2

**Main Duties and Responsibilities –**

1. To liaise with relevant bureaux and departments on policies and measures that address the needs of the poor, in particular on areas which cut across different policy bureaux, and identify areas for improving interface and efficiency.
  2. To oversee and provide policy input for the establishment of the Child Development Fund, and consider the longer-term model to promote development of children from a disadvantaged background taking into account experience in implementing the pilot projects.
  3. To oversee the study on how best to put in place a “one-stop” employment service and the pilot to try out the “one-stop” model.
  4. To monitor the overall progress in implementing the recommendations of the Commission on Poverty.
  5. To serve as the secretary to the Task Force on Poverty.
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**Recommendations of the Former Commission on Poverty  
Progress Update**

**(I) Understanding Poverty**

No.	Recommendation	Progress
1	Monitor and track the indicators of poverty, and where appropriate, improve them by taking into account the changing needs of the society.	Ongoing. The indicators of poverty are updated regularly and uploaded onto the Labour and Welfare Bureau (LWB) website.
2	Draw reference to the indicators of poverty as well as other relevant data and information during policy formulation and implementation, and consider the impact of public policies on the different disadvantaged groups and communities.	Ongoing. Updated indicators of poverty are sent to all relevant bureaus and departments regularly for reference.
3	Conduct and encourage relevant institutions to conduct further poverty researches and analysis in order to facilitate a more informed public policy discourse on the subject.	In 2008-09, the Research Grant Council awarded a research project in the area of "Poverty, Inequality, and Social Disadvantaged in Hong Kong" under the "Strategic Public Policy Research Grants" Scheme. This project, which lasts for 5 years, will track changes in the social and economic status of households and individuals in Hong Kong in the areas of employment, education, housing, mobility, etc.
4	Conduct evaluative studies on poverty alleviation measures.	Evaluation is conducted as necessary. For instance, LWB has commissioned the Hong Kong Polytechnic University to conduct a consultancy study on the first batch of Child Development Fund (CDF) pioneer projects. The study is scheduled for completion in mid-2012.
5	Track the impact of taxation and social benefits on household income, in particular on the lower-income group.	The Census and Statistics Department has studied the impact of taxation and social benefits on household income. The final report is available at LWB's website.
6	Track the situation of social and earnings mobility in Hong Kong, and carry out longitudinal studies on children and other major vulnerable groups.	The former Commission on Poverty commissioned the University of Hong Kong (HKU) to conduct a study on earnings mobility and intergenerational earnings mobility in Hong Kong over the period 1996-2005. The Government has recently commissioned HKU to update the study and the final report is available at LWB's website.  In March 2008, the Central Policy Unit (CPU)

No.	Recommendation	Progress
		<p>co-organised the “Conference on Social Inequality and Social Mobility in Hong Kong” with the Hong Kong Institute of Asia-Pacific Studies of the Chinese University of Hong Kong and the Centre of Asian Studies of HKU.</p> <p>CPU has commissioned HKU to carry out a study on the social and economic integration of new arrivals from the Mainland. The study is expected to be completed by the end of 2011.</p>
7	Develop indicators or conduct studies to reflect the strength of community networks.	<p>CPU conducted three studies on Tin Shui Wai (TSW), including social networks, communal living, and a comparison between TSW and Sham Shui Po (SSP). The three studies had been completed and a symposium on “Woes and Hopes in Tin Shui Wai” was organised in October 2009.</p> <p>The evaluative study on the Community Investment and Inclusion Fund, which promotes network building and mutual assistance in the neighbourhood, commenced in October 2010 and is expected to be completed in early 2012.</p>
8	Facilitate the collection of data and statistics to enhance poverty researches and analysis systematically, e.g. the collection of health data or statistics to be taken into account in the long-term development of a territory-wide health record infrastructure.	<p>The Food and Health Bureau (FHB) is spearheading the development of a territory-wide patient-oriented eHealth Record (eHR) sharing system. An eHR Office has been set up for this purpose. Stakeholders, including the private healthcare and information technology sectors, are engaged in the initiative.</p> <p>The Hospital Authority (HA) launched the Public Private Interface - Electronic Patient Record Sharing Pilot Project in 2006 to allow participating private healthcare providers, with patients’ consent, to view their patients’ health record kept in HA. In early November 2010, FHB extended the pilot to over 230 homes for the aged and day care centres covering 33 non-governmental organisations (NGOs) undertaking healthcare related services.</p> <p>Regular international studies on education performance of Hong Kong students will continue to be conducted by the Education Bureau (EDB) to cover, inter alia, correlation between Hong Kong students’ social economic status and their achievements.</p>

**(II) The Unemployed and the Working Poor**

No.	Recommendation	Progress
9	Review the provision of training, retraining, skills upgrading and life-long learning holistically to ensure that they are market-oriented and have taken into account the needs of the unemployed and the working poor.	The Employees Retraining Board (ERB) completed a strategic review on the future directions to enhance and upgrade its training and retraining services, and briefed the Legislative Council (LegCo) Panel on Manpower in April 2009. ERB has been implementing the recommendations in phases.
10	Further strengthen training and retraining efforts, including making use of the levies collected from the employers of foreign domestic helpers when the resources could be used.	<p>ERB has been using the levy to support its operation and services. In 2010-11, ERB plans to offer 123 000 training places and has reserved resources for providing an additional 20 000 places.</p> <p>ERB is also providing part-time skills enhancement courses for in-service workers to upgrade their vocational skills.</p>
11	Adopt an integrated approach in the delivery of training and employment assistance in order to make the best use of the resources available and provide more targeted assistance to the “difficult-to-employ”.	To streamline, integrate and enhance the existing employment and training/retraining services of the Labour Department (LD), the Social Welfare Department (SWD) and ERB, a pioneer one-stop employment and training centre will be set up in TSW in the second half of 2011. The centre will assess the job-seekers’ employment needs with a view to providing them with targeted services and assistance.
12	Review holistically how to achieve the target of “one-stop shop” in the provision of employment assistance, so that able-bodied persons, especially those who are “difficult-to-employ”, can access relevant training and employment assistance more easily.	See item (11) above.
13	Promote economic development, with particular attention to sectors which provide job opportunities for low-skilled workers.	<p><u>Major Infrastructure Projects</u></p> <p>The 10 Major Infrastructure Projects introduced in the Policy Address 2007 will create, from commissioning to a mature stage, some 250 000 additional jobs. So far, the works of the Hong Kong-Zhuhai-Macao Bridge, the Hong Kong Section of the Guangzhou-Shenzhen-Hong Kong Express Rail Link, the Kai Tak Development Plan Stage 1 and the cruise terminal at Kai Tak have commenced.</p> <p><u>Encouraging local employment</u></p> <p>The Housing Department will continue to encourage property service agents/contractors in TSW to employ a high percentage of local</p>

No.	Recommendation	Progress
		<p>residents as cleansing workers and security guards. In addition, staff of its Housing Advisory and Service Team (HAST) in TSW as well as other districts are mainly locally recruited. See also item (48) below.</p> <p><u>Encouraging the employment of persons with disabilities</u></p> <p>LWB, together with the Rehabilitation Advisory Committee, have conducted visits to solicit the support of different sectors, including the business sector, the 18 District Councils (DCs) and NGOs in promoting the employment of persons with disabilities.</p>
14	<p>Support the development of social enterprises (SEs) to assist those who are “difficult-to-employ” to integrate into the job market and capture job opportunities.</p>	<p>The Home Affairs Department (HAD)’s Enhancing Self-Reliance Through District Partnership (ESR) Programme subsidises NGOs and district organisations in setting up SEs which provide employment opportunities for the socially disadvantaged groups and promote their self-reliance. So far, some 100 SE projects have been approved under the ESR Programme, and these projects are expected to create some 1 700 jobs.</p> <p>A pilot scheme to facilitate SEs in bidding government cleansing contracts was introduced in early 2008. In 2009-10, 33 cleansing and gardening contracts were awarded to SEs, with a total contract value amounting to some \$11 million. The Home Affairs Bureau (HAB) is conducting a review on the pilot scheme.</p> <p>In 2010, the Social Enterprise Advisory Committee, which advises the Government on the development of SEs, was set up. A Social Enterprise Summit 2010 was also held in November.</p>
15	<p>Strengthen employment support at the district level, particularly in those districts with stronger needs for more targeted support, coupled with local economy and social enterprise development as well as investment in public works and infrastructural projects.</p>	<p>Of the 100 SEs projects funded by the ESR Programme (see item (14) above), about half are being carried out/will be carried out in less well-off districts such as Kwun Tong, SSP, Tuen Mun, Yuen Long, TSW and Tung Chung.</p> <p>LD has provided, on a pilot basis, 17 vacancy search terminals to NGOs operating placement services for residents in remote districts including Tung Chung, Tseung Kwan O, Kwai Tsing and Southern District.</p> <p>Since July 2007, LD has organised 800 job fairs in various districts. In 2010-11, LD will organise 20 large-scale job fairs and 30 district-based employment promotional</p>

No.	Recommendation	Progress
		activities at shopping centres and community halls in various districts, as well as 200 mini-job fairs at its 12 Job Centres all over the territory.
16	Give more attention to social and demographic considerations such as population, employment, supporting facilities and other people-based issues during the planning process.	In preparing the land use plan for a new town/new development area, the Planning Department will take into consideration socio-economic needs, infrastructure provision, environmental impact and urban design.
17	Monitor and review the implementation of the pilot Transport Support Scheme (TSS), and consider the appropriate form of incentives to encourage work.	The eligibility criteria of TSS have been relaxed, and the duration of the subsidy period extended, since July 2008. To relieve the burden of transport expenses on low-income earners and encourage them to stay in employment, the Government plans to replace the TSS with a territory-wide Work Incentive Transport Subsidy Scheme in 2011.
18	Consider how to provide suitable support to the able-bodied unemployed and the working poor so that the system will provide the necessary incentives for those who have the ability to work to springboard to employment and achieve self-reliance.	Apart from setting up a one-stop employment and training centre in TSW (see item (11) above) and introducing TSS to encourage those living in the remote districts to work (see item (17) above), the Government has also been implementing various employment assistance programmes under the Comprehensive Social Security Assistance (CSSA) Scheme to help able-bodied CSSA recipients springboard to employment and achieve self-reliance.

### (III) Children and Youth

No.	Recommendation	Progress
19	Adopt a holistic and family perspective in policies and measures in assisting children and youth, with particular emphasis on early identification and intervention, evidence-based policy making and intersectoral collaboration.	The Family Council was established in December 2007 to provide a high-level platform for discussion of major issues from the family perspective. It also considers the strategic directions and priorities in formulating family-related policies.
20	Implement the Child Development Fund (CDF) and try out an asset-based model (including a targeted savings element and a mentoring scheme) which encourages longer-term personal development of children from a disadvantaged background.	The \$300 million CDF was established in April 2008. To date, two batches of 22 projects have been rolled out, benefiting 2 270 children aged between 10 and 16. More projects will come on stream.
21	Further develop the CDF into a longer-term model to promote child development in Hong Kong after the trial stage, and consolidate different resources and funding sources in order to promote a more child-based, asset-based and family-based model.	LWB has commissioned a consultancy study on the experience of the first batch of CDF pioneer projects, and will consider the way forward for CDF having regard to the consultant's recommendations and practical experience.

No.	Recommendation	Progress
22	Improve the impact assessment of existing efforts on the development of children from a disadvantaged background.	See item (21) above.
23	Make appropriate use of schools as a platform to help address the development needs of the disadvantaged children, particularly for the “hidden cases”, through collaboration between the social services and the education sectors.	<p>EDB has facilitated the opening up of school premises such as schools in Yuen Long and Tung Chung for educational purpose. EDB will continue to encourage schools, particularly those located in districts lacking community facilities for educational purpose, to open up the school premises and share their facilities with the community.</p> <p>School social workers will identify students, including those from a disadvantaged background, with academic, social or emotional problems, and help them solve their personal problems, maximise their educational opportunities, and develop their potentials.</p>
24	The work of the Family Commission, if set up, should take into account the needs of children and families from a disadvantaged background.	The Family Council was set up in December 2007. It will discuss major issues from the family perspective, and consider the strategic directions and priorities in formulating family-related policies.
25	Extend the Comprehensive Child Development Service (CCDS) to all districts in phases and strengthen follow-up social services support to children and families at risk.	Currently, CCDS covers around half of the total population in Hong Kong. The Chief Executive announced in his 2010-11 Policy Address that it would be extended to all 18 districts.
26	Strengthen parent education, with particular focus on the needs of the disadvantaged and hard-to-reach families	Ongoing. Apart from various parent education programmes provided/supported by EDB and SWD, training and guidance are also provided to the parents/guardians of children participating in CDF projects so that they can help their children draw up personal development plans.
27	Ensure the education system provides opportunities for children to learn and excel regardless of their socio-economic background, and to provide additional assistance to students with weak family support where appropriate.	<p>The Pre-primary Education Voucher Scheme provides fee subsidy for parents of children attending eligible local non-profit-making kindergartens regardless of their socio-economic background. Needy families may apply for additional fee assistance through the existing Kindergarten and Child Care Centre Fee Remission Scheme.</p> <p>A new cash subsidy scheme for Internet access charges was implemented in the 2010-11 school year to enable needy students to access the Internet for learning.</p>
28	Promote school-based and community-based after-school programmes for primary and secondary students from disadvantaged families, through promoting intersectoral	Ongoing. EDB will continue to implement the School-based After-school Learning and Support Programmes which provides funding support for schools and NGOs to organise

No.	Recommendation	Progress
	collaboration among schools and non-governmental/local community organizations.	suitable programmes for disadvantaged students. The annual provision has been increased to \$175 million starting from 2010-11.
29	Strengthen efforts to tackle the problem of non-engaged youths (NEYs) and take into account the assessment conducted by the Task Force on Continuing Development and Employment-related Training for Youth.	<p>A paper on how to take forward the recommendations of the Task Force was issued to the LegCo Panel on Manpower and Panel on Home Affairs in July 2008.</p> <p>ERB has launched a pilot Youth Training Programme (YTP) in collaboration with the Vocational Training Council since the third quarter of 2008-09 to provide basic vocational and skills training for NEYs aged between 15 and 20 and help them better understand their career preferences. Job placement support services for six to nine months would be provided upon completion of the programme. Since the latter half of 2009-10, ERB has invited other training bodies to take part in YTP to support more NEYs with a wider range of courses catering for different needs.</p>
30	Provide a more intensified form of assistance to youths who have remained on CSSA for a long period and cannot benefit from existing programmes, and evaluate their needs in order to provide targeted and timely assistance.	Since 2006, SWD has been running a Special Training and Enhancement Programme to help long-term able-bodied unemployed CSSA recipients aged between 15 and 29 rejoin the workforce or return to mainstream schooling.

#### (IV) The Elderly

No.	Recommendation	Progress
31	Promote active and healthy ageing as an integral part of the elderly policy to enhance their quality of life and to enable the elderly to live with dignity.	<p><u>Promoting active ageing</u></p> <p>LWB and the Elderly Commission (EC) have jointly launched the “Neighbourhood Active Ageing Project” (NAAP) since early 2008 to promote active ageing. There are currently 75 district projects contributing to this initiative.</p> <p><u>Improving the home environment for the elderly</u></p> <p>SWD launched the Home Environment Improvement Scheme for the Elderly in June 2008 to help elders lacking family support and financial means to improve their home environment. As at the end of June 2010, some 25 000 applications had been received, and works for about 15 000 of them had been completed</p> <p><u>Promoting life-long learning for the elders</u></p> <p>LWB and the EC have jointly launched the</p>

No.	Recommendation	Progress
		<p>Elder Academy Scheme since early 2007. In the 2010-11 school year, a total of 108 elder academies are operating in primary, secondary schools and tertiary institutions.</p> <p>An Elder Academy Development Foundation was set up to ensure the sustainable development of the scheme.</p> <p><u>Setting up a dedicated portal for the elderly</u></p> <p>A dedicated and user-friendly portal for the elderly was launched in June 2010 to provide information on elderly services and the silver hair market.</p>
32	<p>Further improve our support systems for the elderly based on shared responsibility and financial sustainability, and consider more vigorous targeting in using public resources to take care of the elderly most in need of assistance.</p>	<p><u>Addressing the long-term care needs of elders</u></p> <p>It is the Government's policy to promote "ageing in place as the core, institutional care as back-up". To this end, we have been increasing the provision of subsidised community and residential care services for the elderly and enhancing the services. At the same time, EC has been studying these services to identify room for improvement. The current study on community care services will be completed in early 2011. See item (41) below.</p> <p><u>Strengthening housing support for families with elderly persons</u></p> <p>Under the new Harmonious Families Priority Scheme (HFPS), families may opt to live in one flat or two nearby flats in their chosen district(s), subject to flat availability. This helps foster harmonious familial relations and encourage families to support their elderly members. As at the end of October 2010, about 8 140 families had benefited from the HFPS.</p> <p>The eligibility criteria for elderly families under the Rent Assistance Scheme have been relaxed since August 2007.</p>
33	<p>Enhance understanding of the problem of the elderly in poverty, including exploring ways to facilitate further poverty researches and analysis, e.g. the collection of health data or statistics to be taken into account in the longer-term development of a territory-wide health record infrastructure.</p>	<p>See item (8) above.</p>
34	<p>Strengthen efforts to reach out and identify "hidden" and singleton elders, bring them out of isolation, and refer those in need to the existing public support network, and better</p>	<p>Since January 2008, additional recurrent funding of \$42 million has been provided to all District Elderly Community Centres (DECCs) and Neighbourhood Elderly Centres (NECs) in</p>



No.	Recommendation	Progress
	leverage on the existing resources including volunteers to address the needs of the hidden elderly.	<p>the territory to recruit additional staff to enhance the outreach services provided for hidden and singleton elders.</p> <p>Since June 2008, further recurrent funding of \$18 million has been provided to all DECCs to recruit additional staff to strengthen their counselling and referral services.</p>
35	Encourage social inclusion and participation of the elderly in society, and mobilise healthy retirees who are a valuable pool of human resources to help those who are needy in the community.	The above additional resources have enabled the DECCs and NECs to recruit more staff to mobilise volunteers, including “young-olds”, for the outreaching work. Elders are also recruited to help implement the NAAP projects mentioned in item (31) above.
36	Ensure equitable and affordable access to health care services and provide a safety net for the poor and vulnerable by putting in place sustainable health care financing arrangements as soon as possible.	FHB launched the second stage public consultation on healthcare reform on 6 October 2010 to consult the public on the proposals of establishing a Health Protection Scheme.
37	Strengthen primary healthcare service for the elderly at the community level, including health promotion and preventive care, and make use of the private doctor network at the community level.	<p>FHB launched a 3-year pilot scheme in January 2009 to provide five health care vouchers of \$50 each per year to senior citizens aged 70 or above to partially subsidise them in using primary care services in the private sector. FHB is conducting an interim review of the voucher pilot scheme.</p> <p>FHB launched various pilot projects through the HA to improve the care for chronic disease patients, including the elderly, in the community in 2009-10.</p> <p>FHB introduced the Elderly Vaccination Subsidy Scheme in 2009-10 to provide subsidy for eligible elders aged 65 and above to receive seasonal influenza and pneumococcal vaccinations at private doctors’ clinics.</p> <p>A Task Force on Primary Dental Care and Oral Health will be set up under the Working Group on Primary Care to make recommendations on enhancing primary dental services.</p>
38	Improve the accessibility of subsidised medical service for non-CSSA recipients, in particular the elderly, through further improving the medical fee waiver mechanism, e.g. further simplify the procedures and lengthen the period waivers of the medical fee waiver mechanism.	<p>The coverage of period waiver for the elderly has been extended to include services of the General Out-Patient Clinics without pre-scheduled appointment starting from March 2008.</p> <p>HA and SWD have further enhanced the medical fee waiver mechanism in February 2010. Patients who meet the eligibility criteria may be granted period waivers of up to 12 months.</p>
39	Provide greater relief on medical fees for	The question would be considered in the

No.	Recommendation	Progress
	needy elders, whether they are on CSSA or not.	context of health care reform and financing. Also see item (36) above.
40	Facilitate elderly applicants to apply for public rental housing (PRH), and assist those living in private old buildings who are owner-occupiers but with low income.	<p><u>Advance allocation of PRH flats to families with elderly members</u></p> <p>With effect from January 2009, priority is given to processing applications from families with elderly members under the HFPS. See also item (32) above.</p> <p><u>Elderly property owner-occupiers</u></p> <p>To assist elderly property owner-occupiers living in private dilapidated buildings, the Housing Authority has introduced, since 2004, arrangements to grant them licences to stay in PRH under the Compassionate Rehousing Scheme. The licences will be turned into normal tenancies upon the licencees' fulfilment of the eligibility criteria for the General Waiting List. To date, 106 applicants have been housed successfully and 48 of them have had their licences converted to normal PRH tenancies.</p>
41	Provide better long-term planning on the provision of subsidised residential care places for the elderly as well as community care services in the light of increasing demand from an ageing population.	<p>EC completed a consultancy study on residential care services and presented the study findings to LegCo in January 2010. In view of the study recommendations, EC has embarked on another study to explore how to provide better community care services for the elderly, with a view to achieving the policy objective of "ageing in place as the core, institutional care as back-up". The study will be completed in early 2011.</p> <p>Meanwhile, LWB will continue to enhance the provision of subsidised elderly services.</p>
42	<p>Increase the choices of quality residential care places and community care services through a combination of measures –</p> <ul style="list-style-type: none"> <li>• consider whether the subsidised residential care service should be means-tested;</li> <li>• examine means to enable a greater extent of co-payment of fees among the individuals, their families and the Government, including a means-tested voucher system and assistance to the needy in selecting different services; and</li> <li>• encourage a more robust market comprising quality self-financing and private residential care homes for the</li> </ul>	<p>These are issues examined/ being examined by EC in its studies on residential and community care services for the elderly. See also item (41) above.</p>

No.	Recommendation	Progress
	elderly providing different services, as well as multiple sources of financing from the individuals and their families.	
43	Encourage further SE development in the provision of elderly services.	<p>Out of the 100 SE projects approved under the ESR Programme (see item (14) above), 10 are for providing services to the elderly, such as health care services, cleaning and minor repair services, and the sale of products for use by the elderly.</p> <p>In connection with the Home Environment Improvement Scheme for the Elderly launched in June 2008 (see item (31) above), SWD has provided a list of SEs and community organisations to the delivery agencies of that scheme and encouraged the delivery agencies to engage them as service providers.</p>
44	Consider a more relaxed asset limit for elderly CSSA recipients on compassionate grounds, without changing the nature of CSSA as a scheme of last resort for those genuinely in need.	The CSSA asset limit has been adjusted upwards by 2.6% with effect from 1 February 2009. At present, the asset limit for elders is higher than that for able-bodied adults.
45	Consider how to provide financial security for the future elderly generations as soon as possible, taking into account the outcome of the on-going study on the sustainability of the three pillars of retirement protection for Hong Kong, viz. the publicly funded CSSA and Old Age Allowance, the Mandatory Provident Fund schemes, and voluntary private savings.	Studies in progress.

#### (V) District-based Approach

No.	Recommendation	Progress
46	Enhance understanding of characteristics and needs of districts, and take them into account in formulating and implementing policies at the district level.	Ongoing. Updated indicators of poverty, including the community-based indicators, are sent to all relevant bureaus and departments regularly for reference. They are also available at LWB's website.
47	Provide more opportunities to less well-off districts, including physical infrastructure (community facilities), economic and employment opportunities, and enhanced measures.	<p><u>Medical services</u></p> <p>The HA has allocated additional provision to enhance hospital services in the New Territories West and Kowloon East Clusters in 2010-11. It also launched the "TSW Primary Care Partnership Project" in 2008 to purchase primary care services for TSW residents.</p> <p><u>Community facilities</u></p> <p>Over the past few years, more leisure, cultural and community hall facilities have been</p>

No.	Recommendation	Progress
		<p>provided in less well-off districts, including Tung Chung, TSW and SSP. More new facilities will be completed in the coming years.</p> <p><u>Employment and training opportunities</u></p> <p>The Housing Authority has let accommodation in a multi-storey car park building in Tin Heng Estate in TSW North to the Hong Kong Jockey Club for the setting up of a Telebet Centre cum Volunteers and Training Centre. At present a total of 2 200 workers are employed.</p> <p>As mentioned in item (11) above, a pioneer one-stop employment and training centre will be set up in TSW in the second half of 2011 to streamline, integrate and enhance existing services of LD, SWD and ERB in this regard.</p> <p>The Construction Industry Council Training Academy (CICTA) also established a training centre in TSW in September 2009. The centre provides 700 full-time training places for new entrants to various trades including steel-fixing, plumbing and painting. Basic safety training courses are also provided. Up to the end of October 2010, around 180 students had graduated from its full-time training courses and about 540 students had graduated from its basic safety training courses. CICTA has helped about 130 trainees secure employment within three months after graduation.</p> <p>As mentioned in item (14) above, some 100 SE projects have been approved under the ESR Programme, and are expected to create some 1 700 jobs. About half of the projects are being implemented in less well-off districts.</p>
48	<p>Encourage district-based initiatives as necessary supplements to formal services provision through providing additional funding sources, better information dissemination of existing funding sources, as well as rationalising and streamlining different funding sources in the longer run.</p>	<p>Recent examples of district-based initiatives to help the needy and the disadvantaged include :</p> <ul style="list-style-type: none"> <li>➤ the HAST set up by the Housing Authority to assist local Estate Management Advisory Committees in carrying out community building activities. Since April 2010, HAST services have been provided in Tuen Mun, Yuen Long, TSW and Tung Chung.</li> <li>➤ short-term food assistance service projects run by NGOs commissioned by SWD to help individuals and families in need. As at the end of October 2010, more than 38 000 people had benefited from the projects.</li> </ul>

No.	Recommendation	Progress
		<ul style="list-style-type: none"> <li>➤ the District-based Scheme on Carer Training provides seed money for DECCs and NECs to organise training programmes for carers of elders and provide carer services in collaboration with local organisations. About 2 400 carers have been trained so far and another 4 800 carers are undergoing training.</li> <li>➤ the Neighbourhood Support Child Care Project (NSCCP) launched by SWD to provide needy families with more flexible forms of day care services for children aged under six and at the same time fostering mutual help and care in the community. The NSCCP will be regularised and extended to all 18 districts.</li> </ul>
49	Put in place suitable institutional structure for districts to escalate problems which cannot be dealt with at the district level to the Government so that policy barriers could be removed in a timely manner.	Since March 2008, a new internal mechanism for problem resolution has been put in place to deal with district problems requiring inter-departmental collaboration.
50	Strengthen the role of District Officers (DOs) to enhance cross-sector collaboration to address district needs; this should be complemented by central policy support.	<p>DOs have been provided with additional staffing resources to carry out various community involvement programmes to help strengthen their community network and further promote district administration.</p> <p>Separately, DCs have been given greater flexibility since the new term of 2008-11 to use not more than 10% of its funds for employing contract staff to help launch community participation activities. As at the end of October 2010, more than 200 staff had been employed by the 18 DCs. DCs will also engage local organisations in launching the activities.</p>
51	Give DOs a clearer mandate to coordinate inter-departmental efforts at the district level on key concern areas relating to poverty alleviation and prevention, in order to better respond to local needs, remove local barriers and achieve greater impact.	With the additional staffing resources for DOs and funding for DCs to carry out community involvement programmes, both DOs and DCs will be in a better position to cater for district needs, including the needs of the under-privileged.
52	Encourage districts to strengthen their capacities through taking the essential steps in analysing and identifying genuine and unmet local needs, mapping out clear and longer-term directions, engaging stakeholders and encouraging cross-sector collaboration, and evaluating effectiveness of poverty alleviation and prevention programmes.	Ongoing. HAD will, through the DC committees and the District Management Committees, continue to work closely with district organisations to implement community projects, with a view to identifying and addressing the local needs, as well as creating a people-oriented network of care and mutual support.

<b>No.</b>	<b>Recommendation</b>	<b>Progress</b>
53	Encourage the establishment of district-based platforms or mechanisms to identify district needs and responses, comprising Government officials, NGOs and district leaders.	There are established inter-departmental platforms in the districts to engage stakeholders in tackling poverty. HAB will continue to make use of the established platforms and networks to implement programmes which cater for the needs of the districts.

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**Proposed Job Description  
Principal Assistant Secretary (Poverty)**

**Rank** : Administrative Officer Staff Grade C (D2)

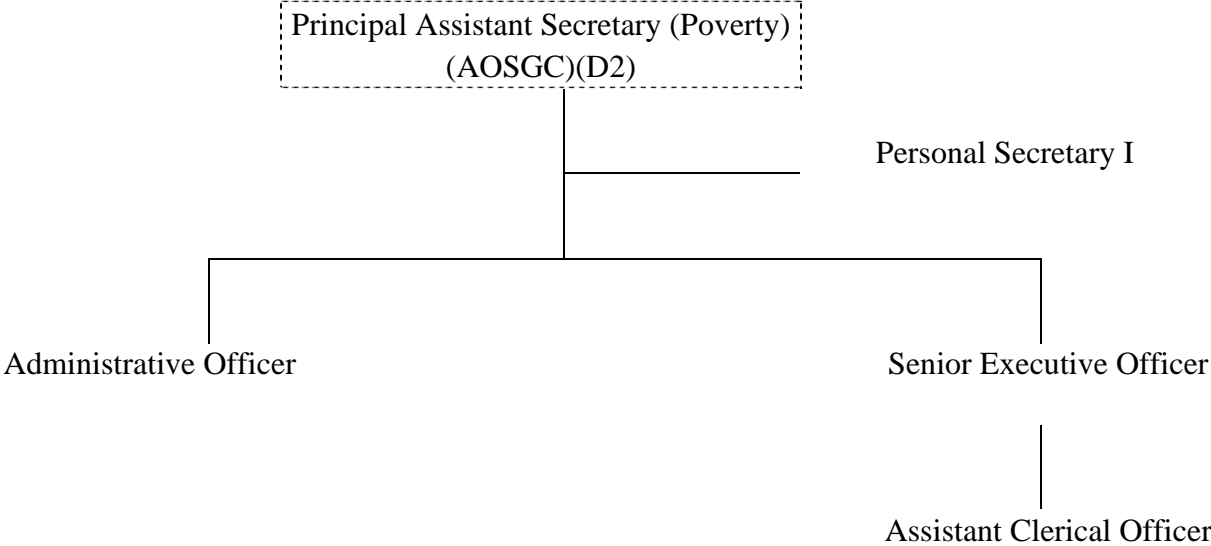
**Responsible to** : Deputy Secretary for Labour and Welfare (Welfare) 2

**Main Duties and Responsibilities –**

1. To serve as secretary to the Task Force on Poverty and in that capacity monitor the overall progress of the Administration in implementing the recommendations of the former Commission on Poverty.
2. To liaise with relevant bureaux and departments on policies and measures that address the needs of the poor, in particular on areas which cut across different policy bureaux, and identify areas for improving interface and efficiency.
3. To support the operation of the Community Care Fund Welfare Sub-committee, provide policy input and coordinate contributions from parties concerned in relation to welfare initiatives, and monitor the implementation of approved initiatives.
4. To oversee and monitor the implementation of Child Development Fund projects, and consider the longer-term model for promoting the personal development of children from a disadvantaged background.
5. To oversee and review various employment assistance programmes under the Comprehensive Social Security Assistance Scheme.
6. To monitor the development of the pioneer one-stop training and employment centre at Tin Shui Wai, and oversee the review on the effectiveness of this new integrated service model.
7. To provide policy input to other poverty alleviation initiatives in the labour and welfare policy areas, including the proposed Work Incentive Transport Subsidy Scheme.

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**Proposed Organisation Chart of the  
Poverty Team**

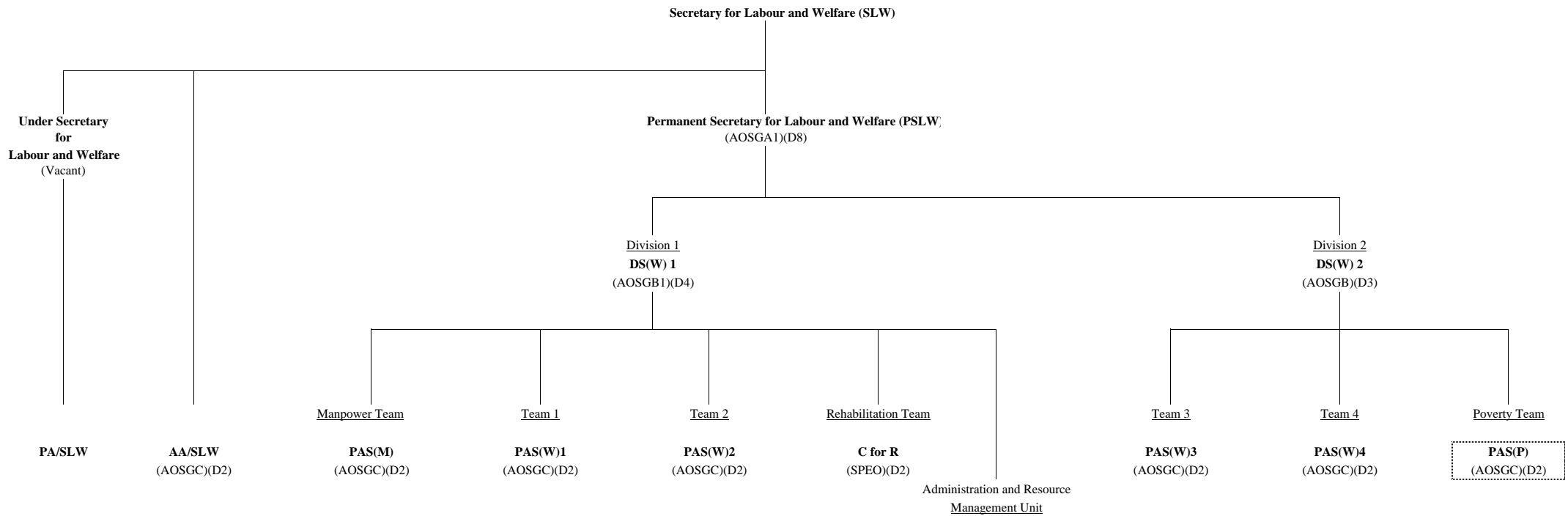


Legend

- AOSGC Administrative Officer Staff Grade C
- Supernumerary directorate post proposed to be extended



## Proposed Organisation Chart of the Labour and Welfare Bureau



**Legend**

- AA Administrative Assistant
- DS Deputy Secretary
- PAS Principal Assistant Secretary
- C for R Commissioner for Rehabilitation
- AOSGA1 Administrative Officer Staff Grade A1
- AOSGB1 Administrative Officer Staff Grade B1
- AOSGB Administrative Officer Staff Grade B
- AOSGC Administrative Officer Staff Grade C
- SPEO Senior Principal Executive Officer
- PA Political Assistant to Secretary for Labour and Welfare

- M Manpower
- P Poverty
- W Welfare

PAS(P) Supernumerary AOSGC post proposed to be extended for three years from 10.3.2011.

**Major Responsibilities of Other Principal Assistant Secretaries  
in the Labour and Welfare Bureau and the Commissioner for Rehabilitation**

<b>Post/Rank</b>	<b>Major Responsibilities</b>
Principal Assistant Secretary (Welfare) 1 / AOSGC (D2)	<ul style="list-style-type: none"> <li>● Social welfare subvention system</li> <li>● Long-term Social Welfare Planning</li> <li>● Welfare services for families, children and young people</li> <li>● Rehabilitation services for young offenders</li> <li>● Social work training and manpower</li> <li>● Legal Representation Scheme for Children/Juveniles involved in Care or Protection Proceedings</li> <li>● Social Welfare Advisory Committee</li> <li>● Hong Kong/Guangdong expert group on social welfare co-operation</li> <li>● Community Investment and Inclusion Fund and social capital development</li> <li>● Chief Executive's Community Project List</li> <li>● Lotteries Fund and other welfare-related funds</li> <li>● Housekeeping of the Social Welfare Department</li> <li>● Control of charitable fund-raising activities under the Summary Offences Ordinance</li> </ul>
Principal Assistant Secretary (Welfare) 2 / AOSGC (D2)	<ul style="list-style-type: none"> <li>● Policy on combating domestic violence</li> <li>● Policies relating to the promotion of the well-being and interests of women in Hong Kong</li> <li>● Women's Commission and its Working Groups</li> <li>● Gender mainstreaming within the Administration</li> <li>● United Nations Convention on Elimination of All Forms of Discrimination against Women</li> <li>● Beijing Platform for Action</li> <li>● Asian-Pacific Economic Cooperation (APEC) Gender Focal Point Network and Women Leaders' Network</li> <li>● Liaison and regular meetings with local women groups and relevant international bodies</li> </ul>

<b>Post/Rank</b>	<b>Major Responsibilities</b>
Principal Assistant Secretary (Welfare) 3 / AOSGC (D2)	<ul style="list-style-type: none"> <li>● Policy matters relating to elders with long-term care needs</li> <li>● Allocation mechanism for subsidised long-term care services</li> <li>● Home and community care services for elders ageing in the community</li> <li>● Residential care services for frail elders and continuum of care, including the licensing regime</li> <li>● Carers' support and training</li> <li>● Manpower supply and training of care staff in elderly services</li> </ul>
Principal Assistant Secretary (Welfare) 4 / AOSGC (D2)	<ul style="list-style-type: none"> <li>● Comprehensive Social Security Assistance Scheme</li> <li>● Social Security Allowance Scheme -               <ul style="list-style-type: none"> <li>- Old Age Allowance</li> <li>- Disability Allowance</li> </ul> </li> <li>● Promotion of active ageing, including lifelong learning and senior volunteerism</li> <li>● Support for vulnerable elders, including matters related to elder abuse and elderly suicide</li> <li>● Elderly Commission</li> </ul>
Principal Assistant Secretary (Manpower) / AOSGC (D2)	<ul style="list-style-type: none"> <li>● Manpower statistics and projections</li> <li>● Vocational training and retraining</li> <li>● House-keeping of the Employees Retraining Board and the Clothing Industry Training Authority</li> <li>● Continuing Education Fund</li> <li>● Manpower Development Committee</li> <li>● Skills Upgrading Scheme, Apprenticeship Scheme, Adult Education Subvention Scheme</li> <li>● APEC Working Group on Human Resources Development</li> </ul>

<b>Post/Rank</b>	<b>Major Responsibilities</b>
Commissioner for Rehabilitation / SPEO (D2)	<ul style="list-style-type: none"><li>● Policies for rehabilitation of persons with disabilities</li><li>● Rehabilitation Programme Plan</li><li>● Rehabilitation programme under Social Welfare Department</li><li>● Medical social service</li><li>● United Nations Convention on the Rights of Persons with Disabilities</li><li>● Disability Discrimination Ordinance</li><li>● Rehabilitation Advisory Committee and its subcommittees</li><li>● Subvention of rehabus services, skills centres for the disabled, guardianship board and the environmental advisory service</li><li>● Public education and publicity on rehabilitation</li><li>● Queen Elizabeth Foundation for the Mentally Handicapped</li><li>● S K Yee Fund for the Disabled</li><li>● Grants and donations for rehabilitation projects</li><li>● Central Registry for Rehabilitation</li></ul>

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