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5 April 2013

Clerk to Panel  
Panel on Public Service  
Legislative Council  
Legislative Council Complex  
1 Legislative Council Road  
Central  
Hong Kong  
(Attn: Ms Anita SIT)

Dear Ms Sit,

**Panel on Public Service**  
**Follow-up to meeting on 18 February 2013 -**  
**An update on the provision of paternity leave to government employees**

I refer to your letter of 20 February 2013, enclosing the list of follow-up actions after the Panel meeting on 18 February 2013.

At the captioned meeting, the Hon Wong Kwok-hing asked the Administration to provide a list of subvented organisations and public bodies which have been providing paid paternity leave to their employees. As the Secretary for the Civil Service has explained at the meeting, we do not have such information and have hence referred the Panel's request to the Labour and Welfare Bureau after the meeting. The Labour and Welfare Bureau has advised that it does not have the requested information. In fact, the Hon Wong Kwok-hing raised a similar question at the Legislative Council sitting on 17 October 2012 and the Secretary for Labour and Welfare gave the same reply then.

The Hon Ip Kin-yuen raised concern about consistency between the criteria applied to civil servants and those applied to employees of subsidised schools in

relation to paternity leave applications involving childbirth outside marriage. In preparing the Education Bureau Circular on granting of paternity leave to staff in aided, caput and direct subsidy schools, the Education Bureau has considered and taken into account the criteria applied to civil servants for considering applications for paternity leave in relation to childbirth outside marriage. Same as the practice for civil servants, applications for paternity leave outside of marriage from staff in aided, caput and direct subsidy schools to be approved by the School Management Committee/Incorporated Management Committee will be considered on a case-by-case basis having regard to all relevant factors. We expect that the circumstances of each case of childbirth outside of marriage will be different and that it would be difficult to specify all relevant information or supporting documents required. Against this background, the Education Bureau has decided to set out in the concerned Education Bureau Circular on "Granting of paternity leave to staff in aided, caput and direct subsidy schools" the major factors for consideration in processing applications for paternity leave outside of marriage.

We have forwarded the Panel's views to the Education Bureau for consideration. The Education Bureau confirms that the criteria for considering applications for paternity leave in relation to childbirth outside of marriage applied to employees of subsidised schools are in fact consistent with those applied to civil servants.

Yours sincerely,



(Winnie Chong)

for Secretary for the Civil Service

c.c.

SLW (Attn: AA/SLW)

SED (Attn: Miss Shirley LO)