

(Please check against actual delivery)

(Translation)

**Speech by the Secretary for the Civil Service at the
Special Meeting of the Finance Committee in the Legislative Council
on 1 April 2016**

Chairman and Honourable Members,

Of the matters relating to civil service in the 2016-17 Draft Estimates of Expenditure, I would like to focus my introduction on two items.

2. **The first item is civil service establishment.** The Government is fully aware that colleagues in different positions are facing huge workload, and frontline staff are subject to considerable pressure because of the community's rising expectations on public services. Apart from proactively assisting bureaux and departments ("B/Ds") to enhance efficiency through internal redeployment, streamlining and re-prioritisation, the Civil Service Bureau also provides B/Ds with additional support by creation of new posts where fully justified.

3. For 2016-17, we estimate that there will be an increase of 2 223 civil service posts in various B/Ds, representing a year-on-year increase of about 1.3% over the 2015-16 Revised Estimate (i.e. 176 272 posts) and falling within the 1%-to-1.5% range of annual growth in civil service establishment in the past nine financial years. In 2016-17, the manpower in different portfolios will be increased to assist in implementing new policies or strengthening existing services, thereby improving the quality of life of people in Hong Kong. Some of the major areas of work include increasing land and housing supply, commissioning various recreational and cultural facilities and taking forward initiatives on education.

4. **The second item is about financial provisions.** In the 2016-17 Draft Estimates of Expenditure, there are financial provisions under a few Heads of Expenditure which are related to the policy area of central management of the civil service. The following items are worthy of note -

- (a) Head 37 Department of Health: Programme (7) "Medical and Dental Treatment for Civil Servants": a financial provision of \$1,429.2 million is proposed, representing an increase of \$283.7 million (or 24.8%) over the 2015-16 Revised Estimate. The increase is for enhancing the medical and dental benefits for serving civil servants, pensioners and their eligible dependants. Of this provision, \$809.2 million is for providing medical and dental services at Families Clinics and government dental clinics, and \$620

(Please check against actual delivery)

million for the payment and reimbursement of medical fees and hospital charges.

- (b) Head 120 Pensions: Programme (1) “Public and Judicial Service Pension Benefits”: an amount of \$31,912.9 million is proposed, representing an increase of \$3,355.2 million (or 11.7%) over the 2015-16 Revised Estimate. The increase is mainly to reflect the estimated number of new retirees and the full-year effect of pension payments to those retiring in 2015-16.

5. Chairman, this is the end of my introduction. Members are welcome to raise questions.