

立法會

Legislative Council

LC Paper No. CB(4)1211/16-17

(These minutes have been seen
by the Administration)

Ref : CB4/PL/PS

Panel on Public Service

**Minutes of meeting held on
Friday, 21 April 2017, at 10:45 am
in Conference Room 2 of the Legislative Council Complex**

- Members present** : Hon KWOK Wai-keung (Chairman)
Hon Jeremy TAM Man-ho (Deputy Chairman)
Hon WONG Kwok-kin, SBS, JP
Hon Mrs Regina IP LAU Suk-ye, GBS, JP
Hon Paul TSE Wai-chun, JP
Hon LEUNG Kwok-hung
Hon Charles Peter MOK, JP
Hon Alice MAK Mei-kuen, BBS, JP
Hon IP Kin-yuen
Hon POON Siu-ping, BBS, MH
Dr Hon CHIANG Lai-wan, JP
Hon HO Kai-ming
Hon LAM Cheuk-ting
Hon SHIU Ka-fai
Hon Wilson OR Chong-shing, MH
Dr Hon Pierre CHAN
- Members absent** : Dr Hon Fernando CHEUNG Chiu-hung
Hon CHUNG Kwok-pan
Hon CHU Hoi-dick
Hon Jimmy NG Wing-ka, JP
Hon YUNG Hoi-yan

**Public Officers
attending**

: **Agenda item IV**

Mr Clement CHEUNG, JP
Secretary for the Civil Service

Mr Thomas CHOW, JP
Permanent Secretary for the Civil Service

Ms May CHAN, JP
Deputy Secretary for the Civil Service 2

Mr Howard CHAN Wai-kee, JP
Deputy Secretary for Food and Health (Health)1

Dr Alice WONG Yuk-ming
Principal Medical and Health Officer
(Traditional Chinese Medicine)

Agenda item V

Mr Clement CHEUNG, JP
Secretary for the Civil Service

Mr Thomas CHOW, JP
Permanent Secretary for the Civil Service

Ms May CHAN, JP
Deputy Secretary for the Civil Service 2

**Attendance by
invitation**

: **Agenda item IV**

Democratic Alliance for the Betterment and
Progress of Hong Kong

Mr SIU Tin-hung
Deputy Spokesperson on Policy

The Civic Party

Mr Andy YU Tak-po
Executive Member

職工盟公務員工會委員會

梁恩兒女士
Spokesperson

Government Employees Solidarity Union

Mr CHAN Pok-yin
Executive Committee Member

Coalition of Civil Servants on Medical and
Dental Benefits for CSEPs

Dr YUEN Kwok-wah
Member

HKFSD Ambulancemen's Union

Mr WAT Ki-on
Chief Officer

ICAC Retired Officers' Association

Mr Raymond CHOW Hing-yip
Vice Chairman

Government Chauffeurs Union

Mr KONG Ming-chung
Director

Government Mod 1 Staff General Union

唐秋姣女士
理事

Hong Kong Correctional Services General
Union

Mr POON Chi-ming
Administrative Consultant

政府飛行服務隊退休人員協會

Mr LAM Kwok-ho
Chairman

Leisure Services Managers Association

Mr FUNG Chuen-chung
President

Hong Kong Civil Servants General Union

Mr Johnny YUNG Kai-wing
Vice Chairman

HKSAR Government Employees General Union

Ms YAU Yuk-fan
Chairwoman

Hong Kong Food and Environment Hygiene Department Staff Rights Union

Mr AU Pong-tim
President

Hong Kong Chinese Civil Servants' Association

Ms LI Kwai-yin
Vice-President

Hong Kong Senior Government Officers Association

Dr TO Ngan-fat
Senior Vice-Chairman

Police Force Council Staff Side

Mr CHAN Cho-kwong
Representative

Government Frontline Employees Union

Ms CHAU Ling-wah
Vice-chairperson

Disciplined Services Consultative Council
(Staff Side)

Mr Kenneth CHAN Kin-lun
Chairman

Government Employees Association

Mr CHEUNG Wai-kuen
Rights Secretary

New People's Party-Civil Force

Ms CHAN Man-kuen
Elected member of Sha Tin District Council

Hong Kong Food and Environmental Hygiene
Supervisory Staffs Union

Mr HO Ka-ki
Union Director

Government Disciplined Services General
Union

Mr KEUNG Sai-ming
Secretary General

Model Scale 1 Staff Consultative Council
(Staff Side)

Mr LAM Wing-chung
Chairman

Hong Kong Federation of Civil Service Unions

Mr CHUNG Wai-man
Chairman

Clerk in attendance : Mr Anthony CHU
Chief Council Secretary (4)1

Staff in attendance : Ms Wendy JAN
Senior Council Secretary (4)7

Miss Maggie CHUNG
Council Secretary (4)1

Ms Cynthia TAM
Legislative Assistant (4)9

Mr Terry HON
Clerical Assistant (4)1

Action

I. Confirmation of minutes

(LC Paper No. CB(4)862/16-17 -- Minutes of meeting on 20
March 2017)

The minutes of the meetings held on 20 March 2017 were confirmed.

II. Information papers issued since the last regular meeting on 20 March 2017

(LC Paper No. CB(4)768/16-17(01) -- Information note from the
Administration on the
policy on earth burial at
Gallant Garden

LC Paper No. CB(4)829/16-17(01) -- Submission from the
Government Amenity
Management Supervisors
General Union (Chinese
version only) (Restricted

Action

to members only)

LC Paper No. CB(4)829/16-17(02) -- Administration's response to the submission from the Government Amenity Management Supervisors General Union (Restricted to members only)

LC Paper No. CB(4)868/16-17(01) -- Joint letter dated 20 March 2017 from Dr Hon CHIANG Lai-wan and Dr Hon Elizabeth QUAT concerning defamatory remarks made against Correctional Services Officers (Chinese version only)

LC Paper No. CB(4)868/16-17(02) -- Administration's response to the joint letter from Dr Hon CHIANG Lai-wan and Dr Hon Elizabeth QUAT concerning defamatory remarks made against Correctional Services Officers

LC Paper No. CB(4)869/16-17(01) -- Submission from the Hong Kong Confederation of Trade Unions (Chinese version only)

LC Paper No. CB(4)869/16-17(02) -- Administration's response to the Hong Kong Confederation of Trade Unions' submission)

2. Members noted that the above papers had been issued since the last meeting.

Action

III. Date of next meeting and items for discussion

(LC Paper No. CB(4)840/16-17(01) -- List of outstanding items for discussion

LC Paper No. CB(4)840/16-17(02) -- List of follow-up actions)

3. Members noted that the next regular Panel meeting would be held on 15 May 2017 to discuss the following items proposed by the Administration:

- (a) An overview of the civil service establishment, strength, retirement, resignation, age profile and gender profile; and
- (b) Employment of ethnic minorities in the civil service.

4. Regarding Mr IP Kin-yuen's proposal in item 9 of the "List of outstanding items for discussion" ("the List") relating to the policy on earth burial at Gallant Garden, the Chairman informed members that the Administration had provided an information note for members' information (LC Paper No. CB(4)768/16-17(01)). Members agreed to delete this item from the List.

IV. Medical and dental benefits for civil servants, pensioners and eligible dependants

(LC Paper No. CB(4)688/16-17(03) -- Administration's paper on an overview of medical and dental benefits for civil servants, pensioners and eligible dependants

LC Paper No. CB(4)688/16-17(04) -- Paper on an overview of medical and dental benefits for civil servants, pensioners and eligible dependants prepared by the Legislative Council Secretariat (updated background brief)

LC Paper Nos. CB(4)879/16-17(03)-- Written submissions from

Action

and CB(4)840/16-17(15)

deputations/individuals
not attending the
meeting)

Presentation of views by deputations/individuals

5. The Chairman welcomed deputations to present their views to the Panel. He reminded them that, when addressing the Panel at the meeting, they were not covered by the protection and immunity under the Legislative Council (Powers and Privileges) Ordinance (Cap. 382), and their written submissions were not covered by the Ordinance either. In total, 26 deputations presented their views at the meeting.

6. In gist, the major concerns/requests of the deputations were as follows:

- (a) the Administration had a contractual obligation to provide the best available medical attendance and treatment to civil service eligible persons ("CSEPs") under Civil Service Regulation 902. As such, the Administration should not give the public the impression that civil servants were competing with the public for medical resources;
- (b) the waiting time for medical and dental services provided under the civil service medical and dental benefits ("civil service medical benefits"), in particular the specialized dental services, was too long. They requested the Administration to work out some immediate measures to reduce the waiting time of such services and to provide more dedicated medical and dental facilities in the future for the exclusive use by CSEPs;
- (c) the Administration should include traditional Chinese medicine ("TCM") service as part of the civil service medical benefits;
- (d) the Administration should improve the retirement protection for civil servants appointed on or after 1 June 2000 and on the New Permanent Terms ("NPT") of Appointment as well as staff of the Independent Commission Against Corruption ("ICAC") by providing them with post-retirement civil service medical benefits;

Action

- (e) the operation of the Standing Committee on Medical and Dental Facilities for Civil Servants ("the Standing Committee") established for the Administration to discuss with the staff sides civil service medical benefits was not effective. A high-level committee to include more stakeholders, including representatives from retired civil servant unions, should be set up to review civil service medical benefits; and
- (f) the Administration should consider taking out medical insurance for CSEPs as an additional option for them to use the medical and dental services in the private healthcare sector to meet the demands from CSEPs.

A summary of the deputation's views was in the **Appendix**.

(At 11:20 am, the Chairman left the meeting and the Deputy Chairman took the chair.)

The Administration's response to the deputations' views

7. At the invitation of the Deputy Chairman, Secretary for the Civil Service ("SCS") made the following points in response to the deputations' views:

- (a) while the Administration, as an employer, had a contractual obligation to provide civil service medical benefits for CSEPs, it also provided funding for public healthcare services. Having regard to the limited public resources available, the Administration had to strike a balance between the need to improve the provision of medical benefits for CSEPs and the need to provide better healthcare services for the public. As such, it would inevitably give the public an impression that civil servants were competing with the public for medical resources;
- (b) the Civil Service Bureau ("CSB") would strive to improve the civil service medical benefits for CSEPs but it would be difficult to reach a consensus with the civil service staff unions on what constituted "the best available" medical attendance and treatment for CSEPs;
- (c) the current provision of civil service medical benefits might not be very satisfactory due to a lack of strategic long-term

Action

planning in the past. This might lead to the impression that the current consultative mechanism was not effective;

- (d) in future, the Administration would strive to provide more dedicated medical and dental facilities in different geographic locations for the exclusive use by CSEPs, except for those facilities which would be used by both the public and CSEPs to ensure their cost effectiveness, such as operating theatres and pharmacies;
- (e) the Administration would focus on enhancing the dedicated specialist out-patient services for CSEPs with a view to shortening the waiting time of new cases and follow-up cases. The Administration would use objective criteria, such as waiting time of new cases and follow-up cases, to determine the specialty services to be enhanced;
- (f) CSB would continue to work closely with the Food and Health Bureau ("FHB") and the Hospital Authority ("HA") to further enhance the civil service medical benefits for CSEPs in the context of HA's "Ten-year Hospital Development Plan". CSB would keep civil service staff unions abreast of the new developments;
- (g) CSB was open to the idea of including TCM service as part of the medical benefits for CSEPs in accordance with the relevant Civil Service Regulations, provided that such service was provided by the Department of Health ("DH") or HA as part of the public healthcare system. Depending on future positioning of the new Chinese Medicine Hospital in Tseung Kwan O, CSB would discuss with FHB the provision of TCM for CSEPs thereat; and
- (h) due to financial austerity in the late-1990s, a series of civil service reforms were carried out that included revision of the terms and conditions of employment for new recruits, such as their medical and dental benefits, leave entitlement and retirement schemes. As a result, civil servants appointed on or after 1 June 2000 on NPT could no longer enjoy medical and dental benefits after retirement. This decision was taken after extensive consultation and revision to the present arrangement deserved thorough deliberations.

Action

8. At the invitation of the Deputy Chairman, Deputy Secretary for Food and Health (Health)1 ("DSFH(H)1") said that FHB together with DH and HA would fully support CSB in improving the civil service medical benefits for CSEPs where possible. As regards TCM service, it was not included as part of the public healthcare system at present. The Administration had progressively taken forward the development of TCM by establishing the Chinese Medicine Development Committee in 2013, launching the Integrated Chinese-Western Medicine Pilot Project by HA and reserving a site for the development of a Chinese Medicine Hospital in 2014. FHB would continue to examine the role of TCM in the public healthcare system and collaborate with CSB to explore the proposal of providing TCM service for CSEPs, taking into account future development in this area.

(At 12:30 pm, the Deputy Chairman extended the meeting for 15 minutes to 1 :15 pm to allow sufficient time for discussion.)

Discussion

TCM service for CSEPs

9. Dr CHIANG Lai-wan welcomed the Administration's improvement measures to enhance the provision of medical and dental services for CSEPs in the past years. Regarding TCM service, Dr CHIANG pointed out that as the Elderly Health Care Voucher Scheme also covered TCM service, she did not agree to the Administration's decision to exclude TCM service from civil service medical benefits under the prevailing policy simply because at present it was not regarded as part of the standard services of HA or DH. In view of civil service staff unions' repeated requests to include TCM service as part of the medical benefits for civil servants, Dr CHIANG urged the Administration to consider introducing a pilot scheme to provide TCM service for CSEPs upon commissioning of the new Chinese Medicine Hospital.

10. SCS advised that he had personally followed up this matter with FHB, and CSB would sustain efforts in identifying a solution to address staff aspirations.

11. Sharing a similar concern, Mr POON Siu-ping asked for the progress and timetable of implementing the Chinese Medicine Hospital project and was worried that its mode of operation would affect the provision of service for CSEPs. DSFH(H)1 advised that as stated in the 2017 Policy Address, the Administration had invited HA to assist in taking the forward the project. HA was being tasked to identify a

Action

suitable non-profit-making organization by tender to operate the hospital in future. FHB and HA had commenced preliminary preparation, and would report progress to the relevant panel of the Legislative Council ("LegCo") around mid-2017.

Retirement protection for civil servants appointed on or after 1 June 2000

12. Dr CHIANG Lai-wan, Mr HO Kai-ming and Mr POON Siu-ping expressed grave concern that civil servants appointed on or after 1 June 2000 on NPT were ineligible for medical and dental benefits upon retirement. Mr HO opined that this would affect stability of the civil service in the long run. If the reason of not providing such benefits was lack of capacity in HA to cope with related demands, Mr HO requested the Administration to engage the private sector and work out the cost involved.

13. SCS advised that while incremental cost deserved due attention, the prospect of opening up a comprehensive examination of discrepancy between pay packages received by civil servants under different terms of employment could not be discounted.

14. Given that the conditions of employment of civil servants on NPT were less favourable than their counterparts on pensionable terms, Mr LAM Cheuk-ting was worried that this arrangement would inevitably affect staff morale. Mr POON Siu-ping raised a similar concern. Both Mr LAM and Mr POON called on the Administration to conduct a review on the conditions of employment of these civil servants, having regard to the current economic condition. Mr LEUNG Kwok-hung expressed his support for providing those civil servants on NPT with the same terms of employment as those serving on pensionable terms.

15. SCS said that while the Administration was open-minded on whether a review on the terms of employment of civil servants on NPT should be carried out, this notion might cause repercussions in society and must be dealt with in a cautious manner.

16. In reply to Dr CHIANG Lai-wan's suggestion to take out group medical insurance for these civil servants after retirement, SCS understood that civil servants on NPT were aspiring for the same medical benefits as their counterparts on pensionable terms rather than insurance coverage that was invariably subject to various restrictions.

Action

Dental services for CSEPs

17. Noting that the Administration had introduced a pilot scheme from 1981 to 1983 whereby CSEPs could choose to obtain treatment from private dentists and claim reimbursement from the Government, Mr HO Kai-ming sought the reasons for not sustaining this initiative. He remarked that the dental services provided for CSEPs had deteriorated as compared to 1980s and suggested that the Administration should consider introducing an option similar to the Elderly Health Care Voucher Scheme, so that CSEPs could gain access to private sector services.

18. SCS stressed that concrete improvements had been made on the dental services provided for CSEPs, citing substantial resources dedicated towards reducing the waiting time for prosthodontic and periodontal dental treatment. The Administration would continue to enhance the dental services for CSEPs.

19. Mr LEUNG Kwok-hung expressed concern about dental services provided to the general public, in particular the elderly and needy. He opined that the Administration should provide adequate medical and dental services to the elderly and needy before allocating extra funding to improve the same for CSEPs so as to reduce social division.

(At 12:50 pm, the Chairman resumed the chair.)

Consultative mechanism

20. Noting that some deputations had requested the Administration to review the structure of the Standing Committee, the Deputy Chairman asked whether the Administration would conduct such a review to enhance the Committee's work, in particular, in tandem with the "Ten-year Hospital Development Plan" conceived by HA.

21. SCS said that the Standing Committee provided a platform for the Administration and staff representatives to exchange views on civil service medical benefits, and the outcomes would be reported to him direct. He added that the "Ten-year Hospital Development Plan" provided a blueprint to coordinate improvements of civil service medical benefits in a systematic and strategic manner, which should inspire greater confidence in the Standing Committee.

Action

Retirement protection for staff from ICAC

22. Praising the contribution of ICAC's staff to anti-corruption work in Hong Kong, Mr LAM Cheuk-ting asked whether the Administration would consider providing them with medical and dental benefits after retirement. SCS replied that ICAC officers were not civil servants, and their conditions of service were determined under a separate mechanism operated by departmental management.

Further views from deputations

23. At the invitation of the Chairman, some deputations further expressed the following points:

- (a) Dr YUEN Kwok-wah of Coalition of Civil Servants on Medical and Dental Benefits for CSEPs expressed his dissatisfaction towards the long waiting time of specialized dental services for CSEPs and urged the Administration to improve the waiting time for such service to a level comparable to that in the 1970s or 1980s, i.e. around two months. He criticized the Administration for neglecting the immediate needs of CSEPs for TCM service;
- (b) Mr LAM Kwok-ho of 政府飛行服務隊退休人員協會 reiterated that the current consultative mechanism was not effective as it had failed to collect views from retirees. He called on the Administration to review the structure of the Standing Committee and include more representatives, including unions of retired civil servants; and
- (c) Ms LI Kwai-yin of Hong Kong Chinese Civil Servants' Association stressed that the Administration had a contractual obligation to provide and improve civil service medical benefits. As such, CSEPs were not competing with the general public for medical resources.

24. SCS reiterated that the Administration would spare no effort in enhancing the medical benefits and dental for CSEPs, but any additional resources required had to be sought through the established channels and subject to scrutiny by LegCo.

Action

(At 1:06 pm, with the consent of all members present, the Chairman extended the meeting for another 15 minutes to 1:30 pm.)

25. In closing, the Chairman urged the Administration to enhance its communication with civil service staff unions to address their requests to improve the medical and dental benefits for CSEPs.

V. Implementation of Five-day Week in the Government

(LC Paper No. CB(4)840/16-17(03) -- Administration's paper on the implementation of five-day week in the Government

LC Paper No. CB(4)840/16-17(04) -- Paper on the implementation of five-day week in the Government prepared by the Legislative Council Secretariat (updated background brief)

LC Paper No. CB(4)871/16-17(01) -- Submission from the Government Amenity Management Supervisors General Union (Chinese version only))

26. At the invitation of the Chairman, SCS briefed members on the progress made in implementing five-day week ("FDW") in the Government, details of which were set out in the Administration's paper (LC Paper No. CB(4)840/16-17(03)).

27. Noting from the Government Amenity Management Supervisors General Union's submission (LC Paper No. CB(4)871/16-17(01)) that some staff of the Leisure and Cultural Services Department ("LCSD") could not enjoy FDW, the Deputy Chairman was concerned about the progress of implementing FDW for Amenities Assistant grade staff. He suggested that for parity consideration, the Administration should consider increasing staffing resources in order to migrate all civil servants to FDW work pattern.

Action

28. SCS stressed that FDW was not a condition of service. Instead, it was one of the family-friendly policies adopted by the Administration with a view to improving the quality of civil servants' family life. Under this policy objective, CSB would encourage bureaux and departments ("B/Ds") to migrate staff to FDW work pattern subject to the four principles ("the four principles"), i.e. no additional staffing resources; no reduction in the conditioned hours of work; no reduction in emergency services; and continued provision of essential counter services on Saturdays/Sundays. In order to comply with the principle of no reduction in the conditioned hours of work, civil servants migrated to FDW must extend their daily working hours, while others could not enjoy FDW due to operational exigencies. As at 30 September 2016, 42 800 civil servants (around 27% of total strength) were working on a non-FDW pattern (e.g. six-day week and alternate Saturday off), most of whom belonged to the disciplinary services. Around 5 000 (about 86%) of disciplined services grade staff in the Correctional Services Department and 144 000 (about 50%) of disciplined services grade staff in the Police Force were working on non-FDW pattern.

29. Regarding the concern raised by the Government Amenity Management Supervisors General Union in its submission, SCS pointed out that in the past two years, LCSD had already conducted trial schemes for staff of the Amenities Assistant grade in three leisure venues (i.e. Lai Chi Kok Park, Kowloon Walled City Park and Carpenter Road Park), and the Amenities Assistants deployed in tree teams and individual venues/facilities had successfully migrated to FDW. CSB would also encourage B/Ds to adjust the duty rosters of their staff where practicable and appropriate, so that they could fill up FDW posts by rotation.

30. As for the suggestion raised by the Deputy Chairman on expending additional resources to achieve FDW for all civil servants, SCS thought that it would be difficult to gain Members' support given the substantial resources involved and possible adverse impact on the quality of public service. Nevertheless, he pointed out that with a 1.9% increase in civil service establishment for 2017-2018, B/Ds might have flexibility to migrate more staff to FDW.

31. Mr POON Siu-ping asked if the Administration had made a realistic assessment on the feasibility of implementing FDW for the entire civil service.

32. The Chairman wondered whether the Administration would study possible ways, including reviewing the four principles, to enable all civil

Action

servants to work on a FDW basis for the sake of fairness. He also cast doubt on whether civil servants who regularly worked overtime could migrate to FDW as they must then be subject to even longer working hours daily.

33. SCS informed the meeting that according to the Administration's knowledge, some civil servants might not prepare to accept work longer hours and the prospect of not being able to take leave during weekends when manpower was relatively stretched out. As for the Chairman's proposal, SCS cautioned that any modification to the four principles would impact on conditions of service for individual staff and incur additional resources. However, he stressed that many B/Ds were actively pursuing initiatives to migrate more staff to FDW. For example, the Immigration Department had substituted some counter services which did not have a high usage rate on Saturdays by on-line application systems or drop-boxes located outside office premises. Separately, the Food and Environmental Hygiene Department had introduced a trial scheme for around 430 staff in the hawker control task forces which was due for review after one year.

34. In closing, the Chairman urged the Food and Environmental Hygiene Department to make its trial scheme permanent as soon as possible and the Administration to facilitate civil servants to achieve better work-life balance.

VI. Any other business

35. There being no other business, the meeting ended at 1:28 pm.

Panel on Public Service

Meeting on Friday, 21 April 2017, at 10:45 am

Agenda item IV - Medical and dental benefits for civil servants, pensioners and eligible dependants

Summary of views and concerns expressed by deputations/individuals

No.	Name of deputation/individual	Submission/Major views and concerns
1.	Democratic Alliance for the Betterment and Progress of Hong Kong	<ul style="list-style-type: none"> • The Administration had contractual obligation to provide adequate and quality civil service medical and dental benefits ("civil service medical benefits") for civil service eligible persons ("CSEPs"). • In view of the increasing popularity of traditional Chinese medicine ("TCM") service, the Administration should consider including TCM service as part of the civil service medical benefits. • The Administration should allocate adequate resources to improve the medical services provided for CSEPs to address their needs.
2.	The Civic Party	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)913/16-17(02) (Chinese version only)
3.	職工盟公務員工會委員會	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)913/16-17(04) (Chinese version only)
4.	Government Employees Solidarity Union	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)913/16-17(03) (Chinese version only)
5.	Coalition of Civil Servants on Medical and Dental Benefits for CSEPs	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)840/16-17(05) (Chinese version only)
6.	HKFSD Ambulancemen's Union	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)840/16-17(06) (Chinese version only)

No.	Name of deputation/individual	Submission/Major views and concerns
7.	ICAC Retired Officers' Association	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)840/16-17(07) (Chinese version only)
8.	Government Chauffeurs Union	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)840/16-17(08) (Chinese version only)
9.	Government Mod 1 Staff General Union	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)893/16-17(02) (Chinese version only)
10.	Hong Kong Correctional Services General Union	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)840/16-17(09) (Chinese version only)
11.	政府飛行服務隊退休人員協會	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)879/16-17(02) (Chinese version only)
12.	Leisure Services Managers Association	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)893/16-17(01) (Chinese version only)
13.	Hong Kong Civil Servants General Union	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)840/16-17(10) (Chinese version only)
14.	HKSAR Government Employees General Union	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)840/16-17(11) (Chinese version only)
15.	Hong Kong Food and Environment Hygiene Department Staff Rights Union	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)893/16-17(03) (Chinese version only)
16.	Hong Kong Chinese Civil Servants' Association	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)871/16-17(02) (Chinese version only)
17.	Hong Kong Senior Government	<ul style="list-style-type: none"> • The Administration had contractual obligation to provide the best available medical

No.	Name of deputation/individual	Submission/Major views and concerns
	Officers Association	<p>attendance and treatment for CSEPs under Civil Service Regulation 902.</p> <ul style="list-style-type: none"> • CSEPs should be given an option to use the medical and dental services provided by private healthcare sector in addition to the services provided by the Hospital Authority and the Department of Health. • The Administration should include TCM service as part of the civil service medical benefits, and provide post-retirement medical benefits for civil servants appointed on or after 1 June 2000.
18.	Police Force Council Staff Side	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)913/16-17(01) (Chinese version only)
19.	Government Frontline Employees Union	<ul style="list-style-type: none"> • The Administration should provide post-retirement medical benefits for civil servants, in particular those frontline employees, appointed on or after 1 June 2000 in order to improve retirement protection for these civil servants. • The Administration should not give the public the impression that civil servants were competing with the public for medical resources as it had contractual obligation to provide medical benefits for civil servants.
20.	Disciplined Services Consultative Council (Staff Side)	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)840/16-17(12) (Chinese version only)
21.	Government Employees Association	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)840/16-17(13) (Chinese version only)
22.	New People's Party - Civil Force	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)936/16-17(01) (Chinese version only)
23.	Hong Kong Food and Environmental Hygiene Supervisory Staffs Union	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)840/16-17(14) (Chinese version only)
24.	Government Disciplined Services	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No.

No.	Name of deputation/individual	Submission/Major views and concerns
	General Union	CB(4)936/16-17(02) (Chinese version only)
25.	Model Scale 1 Staff Consultative Council (Staff Side)	<ul style="list-style-type: none">• Presentation of views as set out in the submission LC Paper No. CB(4)879/16-17(01) (Chinese version only)
26.	Hong Kong Federation of Civil Service Unions	<ul style="list-style-type: none">• The Administration had not provided quality medical and dental services for CSEPs as the waiting time for such services was too long, and TCM service was not included as part of the civil service medical benefits.• The Administration should consider taking out medical insurance for CSEPs as an additional option for them to use the medical, dental and TCM services in the private healthcare sector.• The Administration should provide post-retirement medical benefits for civil servants appointed on or after 1 June 2000.

Council Business Division 4
Legislative Council Secretariat
12 June 2017