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20 April 2000

Mrs Percy Ma  
Clerk to the LegCo Panel on Constitutional Affairs  
Legislative Council Building  
8 Jackson Road  
Central  
Hong Kong

Dear Mrs Ma,

**LegCo Panel on Constitutional Affairs**  
**Issues of employees of public-funded bodies taking up public offices**

I refer to your letter of 24 March 2000.

The Director of Social Welfare is now drafting for the reference of subvented welfare organisations a set of guidelines on their employees taking up public offices. The proposed guidelines will take into account the current practices adopted by other public-funded bodies such as the Hospital Authority and the UGC-funded institutions. The Department is considering the feasibility of inserting clauses that will state some broad guiding principles in general on adjustment of salaries/benefits of employees if their normal duties are affected as a result of their taking up remunerated public office. However, it has to be pointed out that individual subvented organisation, being an administratively autonomous body, should be allowed the autonomy and the flexibility of determining the actual conditions and course of action in

dealing with the matter. This is indeed in line with the spirit of the Lump Sum Grant subvention mode which the Department is introducing to the subvented welfare sector.

It is intended that the proposed guidelines would be ready in the latter half of the year, after the Department has taken into account the views which the subvented welfare sector may have on the draft guidelines.

Yours sincerely,

(Miss Diane Wong)  
for Secretary for Health and Welfare

c.c. D of Adm  
DSW