

**Replies to supplementary questions raised by Finance Committee Members in examining the
Estimates of Expenditure 2013-14**

**Director of Bureau : Secretary for the Civil Service
Session No. : 1**

Reply Serial No.	Question Serial No.	Name of Member	Head	Programme
S-CSB01	S013	LEUNG, Kenneth	143	(2) Human Resource Management
S-CSB02	S004	WONG Kwok-hing	143	(2) Human Resource Management
S-CSB03	S005	WONG Kwok-hing	143	(2) Human Resource Management
S-CSB04	S015	TANG Ka-piu	136	Secretariat services for the Public Service Commission
S-CSB05	S006	KWOK Wai-keung	37	(7) Medical and Dental Treatment for Civil Servants
S-CSB06	S007	KWOK Wai-keung	37	(7) Medical and Dental Treatment for Civil Servants
S-CSB07	SV002	POON Siu-ping	143	(2) Human Resource Management
S-CSB08	SV001	SIN Chung-kai	143	(4) Civil Service Training and Development
S-CSB09	S130	MOK, Charles Peter	143	-
S-CSB10	S174	TANG Ka-piu	143	(2) Human Resource Management

**CONTROLLING OFFICER'S REPLY TO
SUPPLEMENTARY QUESTION**

S-CSB01

Question Serial No.

S013

Head: 143 – Government Secretariat: Civil Service Bureau Subhead (No. & title):

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service

Director of Bureau: Secretary for the Civil Service

Question:

Regarding the past 3 years, please inform this Committee of:

- (i) the numbers of non-civil service contract (NCSC) staff employed;
- (ii) the numbers of NCSC staff with a length of continuous service of 5 years or more up to the year concerned;
- (iii) the annual numbers of NCSC positions converted to civil service posts, and the respective percentages they accounted for in the total numbers of civil service posts created in the years concerned.

Asked by: Hon. LEUNG Kenneth

Reply:

- (i) The numbers of full-time NCSC staff employed by Bureaux/Departments (B/Ds) in the past 3 years are provided below –

Year (as at end June)	Number of full-time NCSC staff
2010	15 867
2011	14 818
2012	14 535

- (ii) The numbers of full-time NCSC staff with a length of continuous service of 5 years or more in the past 3 years are provided below –

Year (as at end June)	Number of full-time NCSC staff with continuous service of 5 years or more
2010	4 091
2011	4 562
2012	4 741

- (iii) Civil Service Bureau, in conjunction with B/Ds, conducted a special review on the employment situation of NCSC staff in 2006 and identified some 4 000 NCSC positions undertaking duties that should more appropriately be performed by civil servants. By end 2012, 3 905 such positions have been phased out upon expiry of the employment contracts of the concerned NCSC staff and the recruitment of replacement civil servants.

Since the 2006 special review, B/Ds have been asked to review from time to time whether their engagement of NCSC staff fits the ambit of the NCSC Staff Scheme and to consider whether the service needs should better be met by other means. As at 31 December 2012, another 1 440 NCSC positions which involved work with permanent service needs that should more appropriately be carried out by civil servants have been replaced by civil service posts. The numbers of NCSC positions replaced by civil service posts in the past 3 years, and the respective percentages they accounted for in the total numbers of civil service posts created in the years concerned are provided below –

Year	Number of NCSC positions replaced by civil service posts	Percentage of the number of NCSC positions replaced in the total number of civil service posts created in the same period
1.7.2009 – 30.6.2010	250	23%
1.7.2010 – 30.6.2011	235	20%
1.7.2011 – 30.6.2012	535	27%

Name in block letters: Raymond H.C. Wong

Post Title: Permanent Secretary for the Civil Service

Date: 11.4.2013

**CONTROLLING OFFICER'S REPLY TO
SUPPLEMENTARY QUESTION**

S-CSB02

Question Serial No.

S004

Head: 143 – Government Secretariat: Civil Service Bureau Subhead (No. & title):

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service

Director of Bureau: Secretary for the Civil Service

Question:

The provision of paid paternity leave for eligible government employees is mentioned in the Brief Description under Programme (2) Human Resource Management. Meanwhile, according to last year's figures, the Government employed at least 1 528 employees through "employment agencies". In this connection, will the Government inform this Committee whether it will consider extending the scope of full-paid paternity leave to cover the "agency workers" it employs ?

Asked by: Hon. WONG Kwok-hing

Reply:

Agency workers are manpower supplied to the procuring Bureaux/Departments (B/Ds) by employment agencies in accordance with the service contracts. These workers do not have a contractual employment relationship with the B/Ds concerned. The agencies or contractors may decide whether to adopt any family-friendly employment practices having regard to their particular conditions. In any case, the Government has conducted a study on legislating for paternity leave and will commence the legislative process as soon as possible.

Name in block letters: Raymond H.C. Wong

Post Title: Permanent Secretary for the Civil Service

Date: 11.4.2013

**CONTROLLING OFFICER'S REPLY TO
SUPPLEMENTARY QUESTION**

S-CSB03

Question Serial No.

S005

Head: 143 – Government Secretariat: Civil Service Bureau Subhead (No. & title):

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service

Director of Bureau: Secretary for the Civil Service

Question:

Please provide written supplementary information on the annual numbers of contract posts converted to permanent civil service posts since 2006, so as to give the Legislative Council a clear picture of the progress of replacement of the contract posts.

Asked by: Hon. WONG Kwok-hing

Reply:

Civil Service Bureau, in conjunction with bureaux/departments (B/Ds), conducted a special review on the employment situation of non-civil service contract (NCSC) staff in 2006 and identified some 4 000 NCSC positions undertaking duties that should more appropriately be performed by civil servants. By end 2012, 3 905 such positions have been phased out upon expiry of the employment contracts of the concerned NCSC staff and the recruitment of replacement civil servants.

Since the 2006 special review, B/Ds have been asked to review from time to time whether their engagement of NCSC staff fits the ambit of the NCSC Staff Scheme and to consider whether the service needs should better be met by other means. As at 31 December 2012, another 1 440 NCSC positions which involved work with permanent service needs that should more appropriately be carried out by civil servants have been replaced by civil service posts. A breakdown of the replacement of the NCSC positions by year is as follows –

Period	Number of NCSC staff positions replaced by civil service posts
March 2006 - 30.6.2009 *	210
1.7.2009 - 30.6.2010	250
1.7.2010 - 30.6.2011	235
1.7.2011 - 30.6.2012	535
1.7.2012 - 31.12.2012	210

* Note : CSB does not keep a finer breakdown for the said period.

Name in block letters: Raymond H.C. Wong

Post Title: Permanent Secretary for the Civil Service

Date: 11.4.2013

**CONTROLLING OFFICER'S REPLY TO
SUPPLEMENTARY QUESTION**

S-CSB04

Question Serial No.

S015

Head: 136 – Public Service Commission Secretariat Subhead (No. & title):

Programme: Secretariat services for the Public Service Commission

Controlling Officer: Secretary, Public Service Commission

Director of Bureau: Secretary for the Civil Service

Question:

According to Reply Serial No. CSB031, the Public Service Commission will identify areas for improvement and room for streamlining in the civil service recruitment process and draw them to the attention of the Civil Service Bureau for follow-up. Will the Government inform this Committee of the departments which have improved and streamlined their recruitment processes in the past year and the posts concerned, the problems identified and the effectiveness of the improvement measures taken?

Asked by: Hon. TANG Ka-piu

Reply:

In response to the observations made by the Commission in the course of examining recruitment submissions, the Civil Service Bureau implemented the following improvement measures on civil service recruitment in the past year: (a) promulgating supplementary guidelines on shortlisting criteria used in recruitment exercises to facilitate more effective processing of applications; and (b) revising the standard civil service job application form (GF 340) and the on-line application system to reduce the number of unqualified job applications. All bureaux and departments are required to follow the rules and guidelines promulgated by the Civil Service Bureau.

Name in block letters: Ms Candice HO

Post Title: Secretary, Public Service Commission

Date: 12.4.2013

**CONTROLLING OFFICER'S REPLY TO
SUPPLEMENTARY QUESTION**

S-CSB05

Question Serial No.

S006

Head: 37 – Department of Health

Subhead (No. & title):

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health

Director of Bureau: Secretary for the Civil Service

Question:

According to the Reply Serial No. CSB035, the Administration states that in the past 3 years, the appointments for specialist dental service were fully booked and the utilisation rate of the service was nearly 100%. Actually, has the demand for the service exceeded the supply? Does the Administration have figures on those who were unable to utilise the service due to fully-booked appointments? How many more hours of service are expected to be provided and cases served by the additional 17 Dental Officers?

Asked by: Hon. KWOK Wai-keung

Reply:

Referrals are required for specialist dental service. All civil service eligible persons (CSEPs) who have been referred for necessary specialist dental service will be put on a waiting list and given a consultation appointment according to urgency and nature of dental conditions. We do not keep statistics on the number of CSEPs who were unable to utilise the service due to excessive demand or fully-booked appointments. The additional 17 Dental Officers, who will provide around 29 750 additional service hours annually, are to strengthen general dental service rather than specialist dental service. DH will continue to monitor the demand for specialist dental service.

Name in block letters: Dr. Constance CHAN

Post Title: Director of Health

Date: 16.4.2013

**CONTROLLING OFFICER'S REPLY TO
SUPPLEMENTARY QUESTION**

S-CSB06

Question Serial No.

S007

Head: 37 – Department of Health Subhead (No. & title):

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health

Director of Bureau: Secretary for the Civil Service

Question:

There is a rising trend of attendance and utilisation rate at the Families Clinics under the Department of Health, but only one additional Senior Medical and Health Officer and two Medical and Health Officers will be provided in the coming year. Is the increase sufficient for meeting the demand? Besides, what is the average time of consultation? In view of the rising demand of Chinese medicine service among civil servants, has the Administration taken any follow-up actions? Will the Administration review the current untimely practice of not providing civil servants with Chinese medicine services?

Asked by: Hon. KWOK Wai-keung

Reply:

The Kowloon Families Clinic will be relocated to the newly completed Kowloon City Government Offices in mid-2013 with an addition of four consultation rooms, making a total of ten. The addition of one Senior Medical and Health Officer and two Medical and Health Officers is in line with such expansion.

Upon the relocation and expansion of Kowloon Families Clinic, the total number of consultation rooms in Families Clinics of the Department of Health (DH) will increase from 20 in 2009 to 32 in mid-2013, representing an increase of 60% over four years. We will keep in view the demand for Families Clinic services.

Each consultation at the Families Clinics is around ten minutes in duration.

The scope of the civil service medical benefits is contractually based, and covers services provided by DH or the Hospital Authority (HA). Neither HA nor DH provides Chinese medicine services as their standard services at present. Hence, Chinese medicine services, including those provided by the 17 public Chinese medicine clinics (CMCs) which are operated on a tripartite collaboration model, are not currently included in the medical benefits provided to civil service eligible persons. The Administration will continue to keep in view any significant changes to the nature and mode of service delivery of the public CMCs in future that would merit a review of the implications on civil service medical benefits.

Name in block letters: Dr. Constance CHAN

Post Title: Director of Health

Date: 16.4.2013

**CONTROLLING OFFICER'S REPLY TO
SUPPLEMENTARY QUESTION**

S-CSB07

Question Serial No.

SV002

Head: 143 – Government Secretariat: Civil Service Bureau Subhead (No. & title):

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service

Director of Bureau: Secretary for the Civil Service

Question:

Pursuant to reply no. CSB016 regarding the exhibition on topics of common concern to Government employees on occupational safety and health in 2013-14, the Administration is requested to provide information on the date and contents of the exhibition, and when the event would be open for enrolment.

Asked by: Hon. POON Siu-ping

Reply:

CSB plans to organise a roving exhibition on prevention of musculoskeletal disorders in various government offices buildings in the third quarter of 2013. The exact locations and dates of the exhibition are still being worked out. The purpose of the exhibition is to enhance Government employees' awareness of the main causes of musculoskeletal disorders and to introduce preventive measures against back injuries and upper limb disorders. The exhibits will be displayed in the lobby of the government buildings for viewing by government employees. No enrolment is required.

Name in block letters: Raymond H.C. Wong

Post Title: Permanent Secretary for the Civil Service

Date: 11.4.2013

**CONTROLLING OFFICER'S REPLY TO
SUPPLEMENTARY QUESTION**

S-CSB08

Question Serial No.

SV001

Head: 143 – Government Secretariat: Civil Service Bureau Subhead (No. & title):

Programme: (4) Civil Service Training and Development

Controlling Officer: Permanent Secretary for the Civil Service

Director of Bureau: Secretary for the Civil Service

Question:

Pursuant to reply no. CSB012, the Administration is requested to provide information on the estimated expenditure to be incurred on provision of national studies programmes for civil servants in 2013-14.

Asked by: Hon. SIN Chung-kai

Reply:

The estimated expenditure on provision of national studies training for civil servants in 2013-14 is \$23.1 million, which includes :

National Studies Programmes	\$22.1 million
Dedicated website on national affairs	\$0.42 million
Staff exchange programme	\$0.58 million

Name in block letters: Raymond H.C. Wong

Post Title: Permanent Secretary for the Civil Service

Date: 11.4.2013

**CONTROLLING OFFICER'S REPLY TO
SUPPLEMENTARY QUESTION**

S-CSB09

Question Serial No.

S130

Head: 143 – Government Secretariat: Civil Service Bureau Subhead (No. & title):

Programme:

Controlling Officer: Permanent Secretary for the Civil Service

Director of Bureau: Secretary for the Civil Service

Question:

In connection with the provision of public information and gathering of public opinions by means of the Internet, please advise of the following:

- (a) the particulars, in tabulated forms (see Annex 1), regarding the social media platforms set up and operated by bureaux/departments/public bodies or their agents (such as out-sourced contractors or consultants) for the past 3 years (2010-11, 2011-12 and 2012-13).
- (b) Using the table below (see Annex 2), provide information on practical training received by Government officers in social media.
- (c) In respect of the setting up and operation of social media platforms, did the Administration provide Government officers with guidelines on the operation and use of social media and encourage Government agencies to strengthen communication with the public by means of social media? If yes, what are the details? If no, does the Government have any plan to formulate such guidelines? If there is no such a plan, what are the reasons?
- (d) In recent years, governments around the world have introduced systems through which citizens may hand in their online proposals. They have also undertaken that they would give a formal online response if a certain number of citizens have indicated their support of the proposals. Did the Administration look into ways to improve the existing channels for collecting public opinions on the Internet and evaluate the feasibility of collecting public opinions on the Internet through the above systems? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. MOK, Charles Peter

Reply:

- (a) Information on the social media platform set up and operated by the Civil Service Bureau (CSB) for the past three years (2010-11, 2011-12 and 2012-13) is at Annex 1.
- (b) Information on practical training in social media co-organised by the Civil Service Training and Development Institute (CSTDI) of CSB and the Office of the Government Chief Information Officer (OGCIO) for all Government officers and similar training arranged by CSB and Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service (JSSCS) for their own staff is at Annex 2.

- (c) OGCIO has set up a thematic website on the use of social media for reference by bureaux/departments. It provides information on social media, including the forms of social media in public engagement and its potential use, guidelines for the use of social media, centralised web-based tool for creating Facebook applications and quick tips for developing social media applications.

- (d) CSB will consider the use of social media as a communication channel with the public according to operational needs.

Name in block letters: Eddie Mak

Post Title: Acting Permanent Secretary for the Civil Service

Date: 19.4.2013

Commencement of operation (Month/ Year)	Status (keeps on updating / ceased updating) (as at 28 February 2013)	Government agencies (including policy bureaux/ departments / public bodies/ government consultants)	Name	Social media (Facebook/ Flickr/ Google+/ LinkedIn/ Sina Weibo/ Twitter/ YouTube)	Purpose of establishment and no. of updates (as at 28 February 2013)	No. of “Likes”/ subscribers/ average monthly visits (as at 28 February 2013)	Compilation of summary of comments and follow-up on a regular basis (Yes/ No)	Rank and No. of officers responsible for the operation (as at 28 February 2013)	Financial resources involved in the establishment and daily operation (as at 28 February 2013)
December 2011	Keeps on updating	CSB	Administrative Service Summer Internship Programme (ASSIP)	Facebook	To promote ASSIP: the Administration will update the page from time to time to provide latest information, such as progress of processing applications and highlights of relevant activities	Number of “Likes” : about 3000	No (The page is for promoting ASSIP. The Administration will follow up on any enquiries relating to the Programme.)	Executive Officer I : 1	N/A

Training co-organised by CSTDI of CSB and OGCIO for all Government officers

Date (Month/ Year)	Status (under progress/ completed) (as at 28 February 2013)	Government agencies (including policy bureaux/ departments / public bodies/ government consultants)	Name of course Provider	Course title	Course content (Facebook/ Flickr/ Google+/ LinkedIn / Sina Weibo/ Twitter/ YouTube)	No. of officers participated and completed the course (as at 28 February 2013)	Total no. of training hours (as at 28 February 2013)	Rank and no. of officers participated in training (as at 28 February 2013)	Financial resources involved in training (as at 28 February 2013)
12/2010	Completed	CSTDI, CSB OGCIO	Practitioners from the UK, Australian, Canadian & Singaporean governments, and local experts	Seminar on “Citizen Engagement in the Web2.0 Era”	<ul style="list-style-type: none"> Strategies, impact & best practices of e-engagement 	147	7 hrs	Directorate officers : 147	Speakers arranged by OGCIO
12/2010	Completed	CSTDI, CSB OGCIO	Burson- Marsteller, Hong Kong	Seminar on “E-engagement Project Design”	<ul style="list-style-type: none"> New Communications Environment Developing an Effective E-engagement Campaign Facebook, Twitter & Youtube 	140	3.5 hrs	Officers on MPS 16-49 (or equivalent): 140	Speakers arranged by OGCIO

Date (Month/ Year)	Status (under progress/ completed) (as at 28 February 2013)	Government agencies (including policy bureaux/ departments / public bodies/ government consultants)	Name of course Provider	Course title	Course content (Facebook/ Flickr/ Google+/ LinkedIn / Sina Weibo/ Twitter/ YouTube)	No. of officers participated and completed the course (as at 28 February 2013)	Total no. of training hours (as at 28 February 2013)	Rank and no. of officers participated in training (as at 28 February 2013)	Financial resources involved in training (as at 28 February 2013)
04/2011	Completed	CSTDI, CSB OGCIO	Burson- Marsteller, Hong Kong	Seminar on “E-engagement Project Design”	<ul style="list-style-type: none"> • New Communications Environment • Developing an Effective E-engagement Campaign • Facebook, Twitter & Youtube 	158	3.5 hrs	Officers on MPS 16-49 (or equivalent): 158	Speakers arranged by OGCIO
12/2010	Completed	CSTDI, CSB OGCIO	Burson- Marsteller, Hong Kong	Seminar on “Best Practices and Communi-catio n Skills of E-engagement”	<ul style="list-style-type: none"> • Culture of social media • Best practices of e-engagement • Communication skills & crisis management with social media • Facebook, Twitter & Youtube 	127	3.5 hrs	Officers on MPS 16-49 (or equivalent): 127	Speakers arranged by OGCIO

Date (Month/ Year)	Status (under progress/ completed) (as at 28 February 2013)	Government agencies (including policy bureaux/ departments / public bodies/ government consultants)	Name of course Provider	Course title	Course content (Facebook/ Flickr/ Google+/ LinkedIn / Sina Weibo/ Twitter/ YouTube)	No. of officers participated and completed the course (as at 28 February 2013)	Total no. of training hours (as at 28 February 2013)	Rank and no. of officers participated in training (as at 28 February 2013)	Financial resources involved in training (as at 28 February 2013)
02/2011	Completed	CSTDI, CSB OGCIO	Burson- Marsteller, Hong Kong	Seminar on “Best Practices and Communi-catio n Skills of E-engagement”	<ul style="list-style-type: none"> • Culture of social media • Best practices of e-engagement • Communication skills & crisis management with social media • Facebook, Twitter & Youtube 	152	3.5 hrs	Officers on MPS 16-49 (or equivalent): 152	Speakers arranged by OGCIO
12/2010	Completed	CSTDI, CSB OGCIO	Burson- Marsteller, Hong Kong	Workshop on “Using Social Media and Online Platforms in E-engagement Projects”	<ul style="list-style-type: none"> • Use of social media and online tools in e-engagement • Facebook, Twitter & Youtube 	67	3.5 hrs	Officers on MPS 16-49 (or equivalent): 67	Speakers arranged by OGCIO

Date (Month/ Year)	Status (under progress/ completed) (as at 28 February 2013)	Government agencies (including policy bureaux/ departments / public bodies/ government consultants)	Name of course Provider	Course title	Course content (Facebook/ Flickr/ Google+/ LinkedIn / Sina Weibo/ Twitter/ YouTube)	No. of officers participated and completed the course (as at 28 February 2013)	Total no. of training hours (as at 28 February 2013)	Rank and no. of officers participated in training (as at 28 February 2013)	Financial resources involved in training (as at 28 February 2013)
12/2010	Completed	CSTDI, CSB OGCIO	Burson- Marsteller, Hong Kong	Workshop on “Using Social Media and Online Platforms in E-engagement Projects”	<ul style="list-style-type: none"> • Use of social media and online tools in e-engagement • Facebook, Twitter & Youtube 	61	3.5 hrs	Officers on MPS 16-49 (or equivalent): 61	Speakers arranged by OGCIO
01/2011	Completed	CSTDI, CSB OGCIO	Burson- Marsteller, Hong Kong	Workshop on “Using Social Media and Online Platforms in E-engagement Projects”	<ul style="list-style-type: none"> • Use of social media and online tools in e-engagement • Facebook, Twitter & Youtube 	74	3.5 hrs	Officers on MPS 16-49 (or equivalent): 74	Speakers arranged by OGCIO
01/2011	Completed	CSTDI, CSB OGCIO	Burson- Marsteller, Hong Kong	Workshop on “Using Social Media and Online Platforms in E-engagement Projects”	<ul style="list-style-type: none"> • Use of social media and online tools in e-engagement • Facebook, Twitter & Youtube 	71	3.5 hrs	Officers on MPS 16-49 (or equivalent): 71	Speakers arranged by OGCIO

Date (Month/ Year)	Status (under progress/ completed) (as at 28 February 2013)	Government agencies (including policy bureaux/ departments / public bodies/ government consultants)	Name of course Provider	Course title	Course content (Facebook/ Flickr/ Google+/ LinkedIn / Sina Weibo/ Twitter/ YouTube)	No. of officers participated and completed the course (as at 28 February 2013)	Total no. of training hours (as at 28 February 2013)	Rank and no. of officers participated in training (as at 28 February 2013)	Financial resources involved in training (as at 28 February 2013)
01/2011	Completed	CSTDI, CSB OGCIO	Burson- Marsteller, Hong Kong	Workshop on “Using Social Media and Online Platforms in E-engagement Projects”	<ul style="list-style-type: none"> • Use of social media and online tools in e-engagement • Facebook, Twitter & Youtube 	72	3.5 hrs	Officers on MPS 16-49 (or equivalent): 72	Speakers arranged by OGCIO
10/2011	Completed	CSTDI, CSB	Prof Yuen Ying Chan from University of Hong Kong	Media Communication Seminar	<ul style="list-style-type: none"> • Trends of using social media • Using social media in communication with the public 	243	2 hrs	Officers on MPS 45 or above (or equivalent): 243	Guest speaker fee not required
06/2012	Completed	CSTDI, CSB	Mr Terence Yam from Burson- Marsteller, Hong Kong	Leadership In Action Programme No. 19 – talk on media communication	<ul style="list-style-type: none"> • Social media environment • Principles and best practices of using social media 	35	1 hr	Officers on MPS 45-49 (or equivalent): 35	Guest speaker fee not required

Date (Month/ Year)	Status (under progress/ completed) (as at 28 February 2013)	Government agencies (including policy bureaux/ departments / public bodies/ government consultants)	Name of course Provider	Course title	Course content (Facebook/ Flickr/ Google+/ LinkedIn / Sina Weibo/ Twitter/ YouTube)	No. of officers participated and completed the course (as at 28 February 2013)	Total no. of training hours (as at 28 February 2013)	Rank and no. of officers participated in training (as at 28 February 2013)	Financial resources involved in training (as at 28 February 2013)
12/2012	Completed	CSTDI, CSB	Mr Terence Yam from Burson-Marsteller, Hong Kong	Leadership In Action Programme No. 20 – talk on media communication	<ul style="list-style-type: none"> • Social media environment • Principles and best practices of using social media 	40	1 hr	Officers on MPS 45-49 (or equivalent): 40	Guest speaker fee not required
12/2012	Completed	CSTDI, CSB	Mr Francis Fong, Founding Chairman of HK Association of Interactive Marketing	Advanced Leadership Enhancement Programme No. 4 – talk on media communication	<ul style="list-style-type: none"> • Social media environment • Principles and best practices of using social media 	35	2 hrs	Directorate officers : 35	Guest speaker fee not required

Training arranged by CSB and JSSCS for their own staff

Date (MM/YY)	Status (under progress/ completed) (as at 28 February 2013)	Government agencies (including policy bureaux/ departments / public bodies/ government consultants)	Name of course provider	Course title	Course content / Programme Content (Facebook/ Flickr/ Google+/ LinkedIn/ Sina Weibo/ Twitter/ YouTube)	No. of officers participated and completed a course	Total no. of training hours (as at 28 February 2013)	Rank and no. of officers participated in training (as at 28 February 2013)	Financial resources involved in training (as at 28 February 2013)
11/2009	Completed	CSB	Information Technology Management Unit, CSB (ITMU)	Social Networking and Web 2.0	<ul style="list-style-type: none"> • What is Web 2.0? • Demonstration on Facebook, Twitter, Blog, RSS, YouTube, etc. 	50	1 hr	Directorate officers : 2 Officers on MPS 16-49: 38 Officers on MPS 1-15: 10	Speakers arranged by ITMU
04/2010	Completed	CSB	School of Continuing and Professional Studies – Chinese University of Hong Kong	Introduction to Facebook Application Development	<ul style="list-style-type: none"> • This course focuses on the foundations / keys for developing Facebook applications 	1	15 hrs	Officers on MPS 16-49: 1	\$1,680

Date (MM/YY)	Status (under progress/ completed) (as at 28 February 2013)	Government agencies (including policy bureaux/ departments / public bodies/ government consultants)	Name of course provider	Course title	Course content / Programme Content (Facebook/ Flickr/ Google+/ LinkedIn/ Sina Weibo/ Twitter/ YouTube)	No. of officers participated and completed a course	Total no. of training hours (as at 28 February 2013)	Rank and no. of officers participated in training (as at 28 February 2013)	Financial resources involved in training (as at 28 February 2013)
03/2011	Completed	JSSCS	Institute of Professional Education and Knowledge	Training on Social Media	<ul style="list-style-type: none"> Facebook, Flickr, Google, Sina Weibo, Twitter and YouTube 	24	2 hrs	Directorate officers : 4 Officers on MPS 16-49: 17 Officers on MPS 1-15: 3	\$6,500

**CONTROLLING OFFICER'S REPLY TO
SUPPLEMENTARY QUESTION**

S-CSB10

Question Serial No.

S174

Head: 143 – Government Secretariat: Civil Service Bureau Subhead (No. & title):

Programme:

Controlling Officer: Permanent Secretary for the Civil Service

Director of Bureau: Secretary for the Civil Service

Question:

In Reply Serial No. LWB(WW)022, the Government indicated that it would not adopt the policy of employment quota system for persons with disabilities. Instead, the Government will adopt positive encouragement measures, such as giving due recognition to good employers, sharing good practices and providing incentive and assistance to employers, etc. In this connection, will the Administration further inform this Committee of the following:

- (a) As at 31 March 2013, the number of persons with disabilities in the civil service is 2% of the strength of civil servants. Please provide the actual numbers of such persons broken down by their respective departments and length of service;
- (b) Please provide the numbers of civil servants with disabilities recruited in the past 5 years broken down by disability types; and
- (c) Please provide the numbers of candidates with disabilities who were given preference for appointment in the recruitment exercises in the past 5 years.

Asked by: Hon. TANG Ka-piu

Reply:

- (a) We compile statistics on the number of persons with disabilities being employed in the Civil Service, including breakdown by departments as at 31 March each year. We do not collect breakdown statistics on the length of service for persons with disabilities in the Civil Service. The statistics as at 31 March 2013 are not yet available.
- (b) According to available information, the number of persons with disabilities in the Civil Service with breakdown by types of disabilities as at 31 March for the years from 2008 to 2012^{Note} are as follows –

	2008	2009	2010	2011	2012
Physical handicap	1 742	1 754	1 768	1 739	1 750
Visceral disability	389	403	455	481	494
With history of mental illness	284	284	300	309	330

Intellectual disability	20	20	20	18	19
Visual impairment	497	484	465	456	462
Hearing impairment	280	280	295	302	320
Others (e.g. autism, speech impairment, specific learning difficulties, etc.)	13	13	13	12	16
Total	3 225	3 238	3 316	3 317	3 391

Note: Persons with colour blindness or defective color perception in the Civil Service are not included in the statistics.

(c) We do not have readily available information on the number of candidates with disabilities who have been given an appropriate degree of preference for appointment in the recruitment exercises for civil service posts.

Name in block letters: Raymond H.C. Wong

Post Title: Permanent Secretary for the Civil Service

Date: 15.4.2013