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(Translation)

**Opening Remarks by Secretary for the Civil Service at the
Special Meeting of the Finance Committee in the Legislative Council
on 3 April 2017**

Chairman and Honourable Members,

Of the matters relating to the civil service in the 2017-18 Draft Estimates of Expenditure, I would like to focus my introduction on two items.

2. **The first item is civil service establishment.** In view of the community's growing expectation on public services, and the various policies and measures rolled out in the past few years for the benefit of the general public, our civil service colleagues have inevitably been facing heavy workload. Where fully justified, we will provide bureaux and departments ("B/Ds") with additional manpower as appropriate in order to relieve the work pressure on colleagues and to maintain quality public services.

3. For 2017-18, we estimate that there will be an increase of 3 378 posts in the civil service establishment covering different domains in various B/Ds, representing a year-on-year increase of 1.9% over the 2016-17 Revised Estimate (i.e. 178 327 posts). The additional staff will mainly be deployed to assist in implementing new measures or improving existing services, such as providing support for the upcoming commissioning of major cross-boundary infrastructure projects, enhancing the capability of Fire Services Department in firefighting and disaster relief, and increasing land and housing supply.

4. **The second item is about financial provisions.** In the 2017-18 Draft Estimates of Expenditure, there are financial provisions under a few Heads of Expenditure which are related to the policy area of 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 \$1,521.9 million is proposed, representing an increase of \$162.5 million (or 12.0%) over the 2016-17 Revised Estimate. The increase, demonstrating the responsibility of the Government as a good employer, is for enhancing the medical and dental benefits for serving civil servants, pensioners and their eligible dependants, and continuously improving the quality and quantity of various services. Of this provision, \$888.5 million is for providing medical and dental services at

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Families Clinics and government dental clinics, and \$633.4 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 \$34,155 million is proposed for pension payments to retirees, representing an increase of \$3,059.9 million over the 2016-17 Revised Estimate. The increase is mainly due to an estimated increase in the number of new retirees and the full-year effect of pension payments to those retiring in 2016-17.

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