

# 立法會

## *Legislative Council*

LC Paper No. CB(4)1215/16-17(04)

Ref: CB4/PL/PS

### **Panel on Public Service**

**Meeting on 19 June 2017**

### **Updated background brief on employment of persons with disabilities in the civil service**

#### **Purpose**

This paper provides background information on the employment of persons with disabilities ("PWDs") in the civil service, and summarizes the major views and concerns expressed by members when the subject was discussed by the Panel on Public Service ("the Panel") at previous meetings.

#### **Background**

##### Policy on employment of PWDs and facilitating measures

2. The Government's policy and related facilitating measures on the employment of PWDs seek to enable candidates with disabilities to compete with able-bodied candidates on equal footing, thereby allowing them, able-bodied or disabled alike, to have equal access to job opportunities in the Government. The facilitating measures being implemented by the Administration for PWDs to apply for civil service posts are as follows:

- (a) candidates with disabilities who meet the basic entry requirements for a post will not be subject to shortlisting criteria, if any. Once candidates with disabilities meet the basic entry requirements, they will be automatically invited to attend selection interview/test;
- (b) where a candidate who has indicated that he/she has a disability is invited to a test/interview, the recruiting bureau/department ("B/D") is required to proactively ascertain from the candidate

any assistance or accommodation needed, and the test/interview process would be suitably adjusted to cater for his/her special needs;

- (c) if a candidate with disability is found suitable by the recruitment board to carry out the duties of certain posts in a specific rank, he/she may be recommended for appointment even though he/she may not be able to perform the full range of duties of every post in the concerned rank due to his/her disability; and
- (d) an appropriate degree of preference may be given to candidates with disabilities found suitable for appointment by placing them ahead of able-bodied candidates whose suitability for appointment is considered comparable to the former.

The Administration will continue to organize briefing-cum-sharing sessions for human resource managers in all B/Ds from time to time to refresh their understanding of the policy and ensure consistency in the application of the facilitating measures.

#### Assistance provided to PWDs working in the Government

3. The Administration provides on-the-job assistance and reasonable accommodation to PWDs working in the Government, such as modifying the work areas and facilities, providing necessary equipment and making appropriate changes to job design and work schedules. The Civil Service Bureau ("CSB") will continue to provide funding for B/Ds to purchase technical aids for officers with disabilities so as to enable them to perform their duties.

#### Statistics on PWDs being employed in the civil service

4. The Administration compiles statistics on the number of PWDs being employed in the civil service each year.<sup>1</sup> As at 31 March 2016, the number of PWDs employed in the civil service stood at 3 230, representing about 2% of the strength of the civil service.<sup>2</sup>

---

<sup>1</sup> There is no mandatory requirement for civil service job applicants and serving officers to declare their disability, if any. The statistics are compiled on the basis of information available to the management of B/Ds.

<sup>2</sup> Controlling Officer's Reply on the Examination of Estimates of Expenditure 2017-2018 (Reply Serial No. CSB012).

5. Further statistics on the employment of PWDs in the civil service<sup>3</sup> from 2011-2012 to 2015-2016 are set out in **Appendices I to VI** as follows:

- Appendix I** PWDs in the civil service (by types of disability)
- Appendix II** PWDs in the civil service (by B/Ds)
- Appendix III** Newly recruited civil servants who declared their disabilities during the recruitment process (by types of disability)
- Appendix IV** Newly recruited civil servants who declared their disabilities during the recruitment process (by B/Ds)
- Appendix V** Civil servants with disabilities leaving the civil service (by types of disability)
- Appendix VI** Civil servants with disabilities leaving the civil service (by B/Ds)

#### Internship scheme for students with disabilities

6. In order to provide more opportunities for B/Ds to better understand the ability and potential of PWDs, CSB launched an internship scheme for students with disabilities in 2016 ("the internship scheme"). The internship scheme covered two parts, with the first part targeting full-time undergraduate students with disabilities studying in local universities and the second part for students of the Shine Skills Centre of the Vocational Training Council. During the internship period, the students would be assigned to different B/Ds as interns to perform general administrative/clerical duties. Upon completion of the internship, as a recognition of the students' accomplishment, a Certificate of Internship would be awarded to those who had attained satisfactory attendance as well as conduct records and rendered good performance during the internship period.

#### **Past discussions**

7. Major views and concerns expressed by Panel members since the 2013-2014 session and the Administration's responses are summarized below.

---

<sup>3</sup> Persons with colour blindness or defective colour perception are excluded.

Measures to promote and facilitate the employment of PWDs in the civil service

8. Members generally considered that the number of PWDs being employed in the civil service had been at a too low level (3 230 as at 31 March 2016, representing around 2% of the strength of the civil service). Some members also pointed out that the figure of "2%" of PWDs in the civil service included some civil servants who became disabled after joining the civil service, and the percentage of new recruits who declared their disabilities during the recruitment exercise in 2015-2016 only represented 0.8% (83) of the total number of new recruits in the civil service.<sup>4</sup> To improve the employment of PWDs in the civil service, the Administration was urged to devise measures to encourage B/Ds to employ more PWDs. Additional funding should also be allocated to B/Ds for them to employ more PWDs and to offer PWDs with long-term positions instead of engaging them under consecutive short-term contracts.

9. The Administration explained that the number of new recruits with disabilities was on the low side because there was no mandatory requirement for applicants for government jobs and serving officers to declare their disabilities. Although the figure of "2%" of PWDs in the civil service might include some civil servants who became disabled after joining the civil service, most of them did not declare their disabilities when they applied for civil service jobs. B/Ds only found out their employees had disabilities when these employees requested assistance, such as technical aids, to enable them to perform their duties. The Administration hoped that with the implementation of the internship scheme, more PWDs would declare their disabilities when applying for civil service jobs and the recruiting B/Ds would have more confidence in employing qualified PWDs.

10. The Administration also advised that it would continue its efforts in promoting the employment of PWDs in the civil service. Apart from reminding B/Ds of the policy and guidelines on the employment of PWDs when conducting recruitment exercises, CSB would work closely with the Labour Department ("LD") to encourage more job seekers with disabilities to apply for government jobs, and liaise with the Social Welfare Department ("SWD") to explore further room to provide more job attachments in B/Ds for trainees with disabilities. Under the Non-Civil Service Contract Staff Scheme, B/Ds had the discretion to determine the contract duration having regard to operational needs. Disability of individual employees was not a pertinent factor in determining the duration of the contract.

---

<sup>4</sup> Controlling Officer's Reply on the Examination of Estimates of Expenditure 2017-2018 (Reply Serial No. CSB012).

11. Regarding the recruitment of PWDs, the Administration advised that amongst the 3 951 applicants who had declared their disabilities and met the relevant entry requirements of the posts concerned in the 195 civil service recruitment exercises launched and concluded in 2014-2015 and 2015-2016, 151 (3.8%) were subsequently offered appointment. The percentage was broadly comparable to that of other applicants which was 3.7% (about 12 634 out of 345 836).

12. On the suggestion of setting a benchmark for employing PWDs, the Administration advised that as revealed by overseas experience, a mandatory employment quota for PWDs no longer represented the most appropriate means to promote the employment of PWDs. The prevailing trend had moved away from employment quota system to anti-discrimination legislation, enhanced support measures and promotion of equal opportunities for PWDs. Therefore, the Administration did not consider it appropriate to set any numeric target of PWDs working in the Government. Instead, the Administration had implemented suitable measures to ensure that applicants with disabilities could compete with able-bodied applicants on an equal footing, thereby allowing them to have equal access to job opportunities in the Administration.

13. As regards the suggestion that the Administration should visit special schools and arrange civil servants with disabilities to give talks to the students during the visits to raise the students' awareness of the job opportunities for PWDs in the civil service, the Administration advised that CSB had, in collaboration with LD, published a booklet entitled "Employ People Based on Their Abilities – Application for Government Jobs by Persons with Disabilities", which set out major points to be noted by applicants with disabilities in applying for government jobs and the assistance provided by the Selective Placement Division ("SPD") of LD for job seekers with disabilities. The booklet had been uploaded onto the websites of CSB and SPD, and distributed to social welfare organizations, special schools, etc. to facilitate wider dissemination of the relevant information. The Administration added that consideration would be given to other suitable means for disseminating the information, including the suggestion of visiting special schools to apprise students of the government policy and facilitating measures on employment of PWDs.

#### Disclosure of disability by civil service job applicants and serving employees

14. Some members enquired whether the Administration's practice of not requiring government job applicants and serving employees to declare their disability status on a mandatory basis was in line with international practices.

15. The Administration advised that the existing arrangement under which job applicants and serving civil servants with disability could choose to disclose

their disability was considered appropriate, as it struck a balance between the need to protect the privacy of individual job applicants and serving officers, and the need of the Administration to monitor the general employment situation of PWDs in the civil service. Since there was no mandatory requirement for job applicants and government employees to declare their disabilities, the statistics on the employment of PWDs in the civil service only reflected the information available to the management of B/Ds instead of providing a full picture of the exact number of job applicants and serving officers with disabilities.

16. Members also expressed concern that some government employees might choose not to declare their disabilities during the 3-year probation period for fear that their supervisors might have bias on their performance once such declarations were made and hence they would not be considered for further appointment on permanent terms.

17. The Administration pointed out that it was unlawful for an employer to discriminate against a job seeker or an employee on the ground of disability under the Disability Discrimination Ordinance (Cap. 487) ("the Ordinance"). The employee concerned could lodge a complaint with the Equal Opportunities Commission if he/she could provide evidence to support his/her claim of discrimination. The Administration believed that all B/Ds were fully aware of the legal consequence of violating the Ordinance and would not discriminate against job seekers or government employees with disabilities.

#### Referrals by LD for PWDs to apply for civil service posts

18. Some members expressed concern over the decrease in both the number and success rate of referrals made by SPD of LD for PWDs applying for civil service posts. The Administration explained that the number of referrals made by SPD hinged on a number of factors, including the number of government vacancies available and preference of job seekers with disability to apply government jobs through SPD or by other means. LD would step up promotional efforts to encourage more PWDs to apply for government jobs.

#### Effectiveness of the Sunnyway Programme

19. Members noted that CSB, in collaboration with SWD, had been implementing a job attachment scheme in B/Ds for young PWDs under the Sunnyway Programme since 2006. On the effectiveness of the Programme, the Administration advised that about 20 B/Ds participated in the Programme offering about 30 job placements each year. Under the Programme, trainees with disabilities would gain skills and experience in a real working environment which would be beneficial to them for applying government jobs in future.

CSB would continue to work closely with B/Ds to provide more placement opportunities and liaise with SWD on the matching.

Provision of adequate rebus service for PWDs to go to work

20. Concern was raised that the inadequate supply of rebus service and the high cost of similar service provided by the private sector might discourage PWDs to take up employment. The Administration advised that special arrangements would be made to post appointees with disabilities to an office near their place of residence, where possible. Furthermore, PWDs would be accorded with priority in using rebus service for travelling to and from their place of work on regular basis.

**Latest development**

21. The Administration will brief members on the employment of PWDs in the civil service at the Panel meeting scheduled for 19 June 2017.

**Relevant papers**

22. A list of the relevant papers is in **Appendix VII**.

Council Business Division 4  
Legislative Council Secretariat  
12 June 2017

## Appendix I

### Persons with disabilities in the civil service from 2011-2012 to 2015-2016 (by types of disability)

Type of Disability	Year				
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Visual impairment	462	456	439	412	389
Hearing impairment	320	320	335	352	378
Physical disability	1 750	1 729	1 696	1 626	1 530
Intellectual disability	19	19	17	15	15
Ex-mentally ill persons	330	348	366	352	356
Visceral disability	494	511	546	544	544
Others, e.g. autism, speech impairment, specific learning difficulties, etc.	16	18	16	18	18
<b>Total</b>	<b>3 391</b>	<b>3 401</b>	<b>3 415</b>	<b>3 319</b>	<b>3 230</b>

*(Source: Examination of Estimates of Expenditure 2017-2018 by the Finance Committee - Reply Serial No. CSB057 – Table 1)*



## Appendix II

### Persons with disabilities in the civil service from 2011-2012 to 2015-2016 (by bureaux/departments)

Bureau/Department	Year				
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Agriculture, Fisheries and Conservation Department	283	256	238	219	195
Architectural Services Department	29	26	26	23	22
Audit Commission	2	2	2	1	1
Auxiliary Medical Service	0	1	1	1	1
Buildings Department	8	9	9	13	12
Census and Statistics Department	19	18	18	18	17
Civil Aid Service	6	5	4	3	2
Civil Aviation Department	8	7	7	7	5
Civil Engineering and Development Department	26	33	39	39	36
Companies Registry	18	17	19	19	21
Correctional Services Department	258	240	249	234	224
Customs and Excise Department	50	55	50	47	36
Department of Health	69	77	79	74	77
Department of Justice	14	13	13	13	11
Drainage Services Department	105	103	99	95	96
Electrical and Mechanical Services Department	78	72	71	67	65
Environmental Protection Department	6	5	5	5	6
Fire Services Department	27	28	34	30	40

Bureau/Department	Year				
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Food and Environmental Hygiene Department	204	193	185	188	186
Government Flying Service	1	0	0	0	0
Government Laboratory	3	3	4	4	3
Government Logistics Department	24	24	20	20	23
Government Property Agency	1	2	2	2	2
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	8	8	8	7	8
G.S. : Civil Service Bureau	12	10	12	14	13
G.S. : Commerce and Economic Development Bureau	13	13	13	12	2
G.S. : Constitutional and Mainland Affairs Bureau	1	1	1	2	2
G.S. : Development Bureau	0	0	2	1	1
G.S. : Education Bureau	70	65	59	52	56
G.S. : Environment Bureau	1	1	1	1	1
G.S. : Financial Services and the Treasury Bureau	1	1	1	1	1
G.S. : Home Affairs Bureau	1	1	2	2	3
G.S. : Innovation and Technology Bureau	-	-	-	-	12
G.S. : Labour and Welfare Bureau	1	1	2	3	3
G.S. : Security Bureau	1	2	2	2	1
G.S. : Transport and Housing Bureau	1	1	1	1	1
Highways Department	81	77	74	70	71

Bureau/Department	Year				
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Home Affairs Department	53	51	54	53	56
Hong Kong Observatory	1	1	1	1	1
Hong Kong Police Force	625	685	700	676	628
Hospital Authority (On secondment)	42	37	34	30	27
Housing Department	90	89	96	100	105
Immigration Department	212	215	214	221	212
Information Services Department	2	1	1	1	2
Inland Revenue Department	102	100	98	99	102
Intellectual Property Department	2	2	2	2	2
Invest Hong Kong	1	1	1	1	1
Judiciary	30	32	34	32	33
Labour Department	48	51	59	60	65
Land Registry	20	21	21	20	21
Lands Department	45	47	55	57	56
Legal Aid Department	8	8	7	7	8
Leisure and Cultural Services Department	261	265	268	267	255
Marine Department	31	34	31	27	24
Office of the Communications Authority (former Office of the Telecommunications Authority and Television and Entertainment Licensing Authority)	5	9	10	7	10
Official Receiver's Office	7	6	5	5	5
Planning Department	4	4	3	2	2
Post Office	103	101	100	100	100

Bureau/Department	Year				
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Public Service Commission	1	1	1	1	0
Radio Television Hong Kong	4	4	3	3	2
Rating and Valuation Department	20	22	23	20	18
Registration and Electoral Office	2	1	2	2	4
Social Welfare Department	131	132	129	126	123
Trade and Industry Department	9	9	9	10	9
Transport Department	24	23	22	25	28
Treasury	9	9	10	8	9
University Grants Committee	0	0	0	0	1
Water Supplies Department	64	64	63	58	54
Working Family and Student Financial Assistance Agency (formerly Student Financial Assistance Agency)	5	6	7	8	11
<b>Total</b>	<b>3 391</b>	<b>3 401</b>	<b>3 415</b>	<b>3 319</b>	<b>3 230</b>

*(Source: Examination of Estimates of Expenditure 2017-2018 by the Finance Committee - Reply Serial No. CSB057- Table 2)*

## Appendix III

### Newly recruited civil servants who declared their disabilities during the recruitment process from 2011-2012 to 2015-2016 (by types of disability)

Type of Disability	Year				
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Visual impairment	12	7	7	11	10
Hearing impairment	15	8	28	20	37
Physical disability	8	5	14	7	11
Intellectual disability	0	0	1	1	0
Ex-mentally ill persons	1	3	7	2	11
Visceral disability	12	5	21	15	13
Others, e.g. autism, speech impairment, specific learning difficulties, etc.	2	2	2	2	1
<b>Total</b>	<b>50</b>	<b>30</b>	<b>80</b>	<b>58</b>	<b>83</b>

*(Source: Examination of Estimates of Expenditure 2017-2018 by the Finance Committee - Reply Serial No. CSB057 – Table 3)*

**Appendix IV**

**Newly recruited civil servants who declared their disabilities during the  
recruitment process from 2011-2012 to 2015-2016  
(by bureaux/departments)**

<b>Bureau/Department</b>	<b>Year</b>				
	<b>2011-2012</b>	<b>2012-2013</b>	<b>2013-2014</b>	<b>2014-2015</b>	<b>2015-2016</b>
Agriculture, Fisheries and Conservation Department	1	0	0	0	0
Buildings Department	0	0	0	6	1
Census and Statistics Department	0	0	1	1	0
Civil Aviation Department	0	0	0	1	0
Civil Engineering and Development Department	1	3	2	1	1
Correctional Services Department	1	0	0	0	0
Department of Health	0	8	8	3	9
Department of Justice	0	0	0	0	1
Drainage Services Department	1	2	2	0	1
Electrical and Mechanical Services Department	0	0	1	2	1
Environmental Protection Department	0	0	0	0	1
Fire Services Department	0	0	4	0	0
Food and Environmental Hygiene Department	17	1	5	11	4
Government Logistics Department	2	2	0	1	1
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	0	0	0	2	0
G.S. : Civil Service Bureau	0	0	2	0	0
G.S. : Education Bureau	1	0	3	1	11
G.S. : Labour and Welfare Bureau	0	0	1	0	0

Bureau/Department	Year				
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Highways Department	0	1	0	0	0
Home Affairs Department	2	0	4	1	1
Hong Kong Observatory	0	0	0	1	0
Hong Kong Police Force	0	0	3	0	0
Housing Department	4	3	8	3	4
Immigration Department	0	0	0	0	3
Inland Revenue Department	7	1	1	3	8
Judiciary	0	0	2	0	2
Labour Department	1	0	3	0	1
Land Registry	1	0	1	0	1
Lands Department	0	0	6	1	1
Legal Aid Department	0	0	0	1	1
Leisure and Cultural Services Department	4	6	10	12	19
Marine Department	1	0	0	0	1
Post Office	0	2	2	3	5
Radio Television Hong Kong	0	1	0	0	0
Rating and Valuation Department	0	0	2	0	0
Registration and Electoral Office	0	0	2	0	1
Social Welfare Department	2	0	4	3	3
Trade and Industry Department	0	0	0	1	0
Transport Department	1	0	0	0	0
Treasury	0	0	1	0	0
Water Supplies Department	3	0	0	0	0
Working Family and Student Financial Assistance Agency (formerly Student Financial Assistance Agency)	0	0	2	0	1
<b>Total</b>	<b>50</b>	<b>30</b>	<b>80</b>	<b>58</b>	<b>83</b>

(Source: Examination of Estimates of Expenditure 2017-2018 by the Finance Committee - Reply Serial No. CSB057- Table 4)

**Civil servants with disabilities leaving the civil service  
from 2011-2012 to 2015-2016  
(by types of disability)**

Type of Disability	Year				
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Visual impairment	24	24	32	43	38
Hearing impairment	6	14	18	13	19
Physical disability	100	98	103	122	136
Intellectual disability	1	0	1	3	0
Ex-mentally ill persons	20	21	23	26	26
Visceral disability	54	52	37	52	62
Others, e.g. autism, speech impairment, specific learning difficulties, etc.	1	1	2	0	1
<b>Total</b>	<b>206</b>	<b>210</b>	<b>216</b>	<b>259</b>	<b>282</b>

*(Source: Examination of Estimates of Expenditure 2017-2018 by the Finance Committee - Reply Serial No. CSB057– Table 5)*



**Civil servants with disabilities leaving the civil service  
from 2011-2012 to 2015-2016  
(by bureaux/departments)**

Bureau/Department	Year				
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Agriculture, Fisheries and Conservation Department	27	29	19	21	25
Architectural Services Department	1	0	0	2	0
Chief Executive's Office	1	0	0	0	0
Audit Commission	0	0	0	1	0
Buildings Department	0	0	0	2	1
Census and Statistics Department	0	0	0	1	1
Civil Aid Service	0	1	1	1	1
Civil Aviation Department	0	0	0	1	2
Civil Engineering and Development Department	3	1	0	1	2
Companies Registry	1	1	0	0	0
Correctional Services Department	29	38	11	22	33
Customs and Excise Department	5	3	4	3	10
Department of Health	3	1	4	6	5
Department of Justice	0	1	0	1	2
Drainage Services Department	7	5	10	9	10
Electrical and Mechanical Services Department	12	7	3	5	3
Environmental Protection Department	0	0	1	0	1
Fire Services Department	2	0	1	5	2

Bureau/Department	Year				
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Food and Environmental Hygiene Department	18	11	20	22	19
Government Flying Service	0	1	0	0	0
Government Laboratory	0	0	0	0	1
Government Logistics Department	2	0	2	1	0
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	1	0	0	1	0
G.S. : Civil Service Bureau	0	1	2	0	1
G.S. : Commerce and Economic Development Bureau	1	1	1	1	0
G.S. : Development Bureau	0	0	0	1	0
G.S. : Education Bureau	7	6	9	7	6
G.S. : Security Bureau	1	0	0	0	0
Highways Department	0	7	5	7	8
Home Affairs Department	1	1	3	2	3
Hong Kong Observatory	0	0	0	1	1
Hong Kong Police Force	46	29	53	51	63
Hospital Authority (On secondment)	3	5	3	4	3
Housing Department	1	7	2	7	5
Immigration Department	0	11	6	8	12
Information Services Department	0	1	0	0	0
Inland Revenue Department	3	3	3	4	4
Judiciary	1	0	0	0	2
Labour Department	3	2	3	3	0
Land Registry	1	0	0	2	1
Lands Department	0	1	2	1	1
Legal Aid Department	0	1	0	1	0

Bureau/Department	Year				
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Leisure and Cultural Services Department	10	20	25	22	31
Marine Department	6	1	3	4	3
Office of the Communications Authority (former Office of the Telecommunications Authority and Television and Entertainment Licensing Authority)	1	0	0	3	0
Official Receiver's Office	0	1	1	0	0
Planning Department	1	0	1	1	1
Post Office	0	3	3	3	4
Public Service Commission	1	0	0	0	1
Radio Television Hong Kong	0	1	1	0	1
Rating and Valuation Department	2	3	3	3	1
Social Welfare Department	4	2	7	8	7
Trade and Industry Department	0	1	0	0	1
Transport Department	0	1	0	1	0
Treasury	0	0	1	2	0
Water Supplies Department	1	2	3	6	4
Working Family and Student Financial Assistance Agency (formerly Student Financial Assistance Agency)	0	0	0	1	0
<b>Total</b>	<b>206</b>	<b>210</b>	<b>216</b>	<b>259</b>	<b>282</b>

(Source: Examination of Estimates of Expenditure 2017-2018 by the Finance Committee - Reply Serial No. CSB057- Table 6)

## Employment of persons with disabilities in the civil service

## List of relevant papers

Meeting	Date of meeting	<u>Paper</u>
Panel on Public Service	16.5.2011	<a href="#">Administration's paper</a>  <a href="#">Press Release</a>  <a href="#">Minutes</a>  <a href="#">Administration's follow-up response to issues raised at the Panel meeting</a>
	17.6.2013	<a href="#">Administration's paper</a>  <a href="#">Background brief prepared by the Legislative Council Secretariat</a>  <a href="#">Minutes</a>  <a href="#">Administration's follow-up response to issues raised at the Panel meeting</a>
	15.7.2013	<a href="#">Administration's paper</a>  <a href="#">Minutes</a>
	23.6.2014	<a href="#">Administration's paper</a>  <a href="#">Updated background brief prepared by the Legislative Council Secretariat</a>  <a href="#">Minutes</a>  <a href="#">Administration's follow-up response to issues raised at the Panel meeting</a>

Meeting	Date of meeting	Paper
	22.6.2015	<a href="#">Administration's paper</a>  <a href="#">Updated background brief prepared by the Legislative Council Secretariat</a>  <a href="#">Minutes</a>
	20.6.2016	<a href="#">Administration's paper</a>  <a href="#">Updated background brief prepared by the Legislative Council Secretariat</a>  <a href="#">Minutes</a>
Council Meeting	24.10.2012	<a href="#">Official Record of Proceedings Pages 88 - 94 (Written question raised by Hon TAM Yiu-chung)</a>
	5.6.2013	<a href="#">Official Record of Proceedings Pages 138-141 (Written question raised by Hon Emily LAU)</a>
	26.3.2014	<a href="#">Official Record of Proceedings Pages 72-88 (Written question raised by Hon Fernando CHEUNG)</a>
	4.2.2015	<a href="#">Official Record of Proceedings Pages 107-112 (Written question raised by Hon LEE Chuek-yan)</a>
Finance Committee	31.3.2014	<a href="#">Controlling Officer's Reply (Reply Serial No. CSB064)</a>
	27.3.2015	<a href="#">Controlling Officer's Reply (Reply Serial No. CSB062)</a>

<b>Meeting</b>	<b>Date of meeting</b>	<b>Paper</b>
	1.4.2016	<a href="#">Controlling Officer's Reply (Reply Serial No. CSB012)</a> <a href="#">Controlling Officer's Reply (Reply Serial No. CSB020)</a>
	3.4.2017	<a href="#">Controlling Officer's Reply (Reply Serial No. CSB012)</a> <a href="#">Controlling Officer's Reply (Reply Serial No. CSB057)</a> <a href="#">Controlling Officer's Reply (Reply Serial No. CSB059)</a> <a href="#">Controlling Officer's Reply (Reply Serial No. CSB060)</a>

Council Business Division 4  
Legislative Council Secretariat  
12 June 2017