



中華人民共和國香港特別行政區政府總部教育局
Education Bureau
Government Secretariat, The Government of the Hong Kong Special Administrative Region
The People's Republic of China

本局檔號 Our Ref.: EDB(GD)/ADM/55/2/O Pt.8
來函檔號 Your Ref.: CB4/PL/ED

電話 Telephone: 3509 8536
傳真 Fax Line: 3427 9234

10 May 2018

Clerk to Panel on Education
(Attn: Ms Angel WONG)
Legislative Council
Legislative Council Complex
1 Legislative Council Road
Central
Hong Kong

Dear Ms WONG,

Legislative Council Panel on Education
Arrangement for non-social work and non-teaching student guidance
personnel under the policy of “one school social worker for each school”
in primary schools

Thank you for your letter dated 10 May 2018. As regards Hon Mrs Regina IP LAU Suk-yeet's letter dated 7 May 2018 to the Panel Chairlady relating to the arrangement for student guidance personnel under the policy of “one school social worker for each school” in primary schools, our response is as follows:

The objective of the new measure on “one school social worker for each school” is to ensure that every public sector primary school is served by at least one school-based registered graduate social worker with professional qualifications with a view to addressing the needs of schools. The new measure is implemented, on the basis of the Comprehensive Student Guidance Service (CSGS), to enhance guidance service in terms of quality and stability by providing more resources to schools. Under the new funding mode, schools may opt to create a regular Assistant Social Work Officer post or receive an equivalent subsidy for hiring service or employing guidance

manpower, in accordance with their own circumstances. Furthermore, schools are provided with a Consultation Service Grant for hiring consultation, supervision or other related services to support school social workers. At the same time, the existing Top-up Student Guidance Service Grant (Top-up Grant) will also be enhanced. Overall speaking, all schools will receive more guidance resources under the new measure.

Take a public sector primary school with 24 classes as an example, if the school chooses to receive the grant under the new funding mode, it will be provided with not only about \$0.58 million for employing a school-based registered graduate social worker, but also about \$0.12 million of the Consultation Service Grant and about \$0.23 million of the Top-up Grant, amounting to a total of about \$0.93 million of subsidy, which is calculated using the salary level of 2017-18. Hence, those schools employing more than one guidance personnel using the existing resources (including the guidance-related grants or those grants in combination with the surplus under the Operating Expenses Block Grant / the Expanded Operating Expenses Block Grant / the Expanded Subject and Curriculum Block Grant) can continue to employ additional guidance personnel in a similar manner. All along, schools have been providing holistic and extensive guidance service to students through the collaboration of teachers, guidance personnel, social workers and other professional staff under the CSGS. We believe that under the new funding mode, schools can continue to enhance the quality of guidance service by deploying more sufficient resources under the CSGS.

The appointment of student guidance personnel is different from that of Student Guidance Teachers. In general, student guidance personnel are appointed directly by schools or through procurement of services on contract terms. As such, the Education Bureau (EDB) will provide a three-year transitional period for schools to switch to the new funding mode so that they do not need to terminate the appointment or service contracts before the end of the contract period. If the serving student guidance personnel meet the qualification requirements under the new funding mode, the EDB encourages schools to accord priority in employing them. In case schools are not able to switch to the new funding mode after the three-year transitional period owing to the need for more time to handle personnel matters or service contracts in respect of their serving student guidance personnel, including retaining their serving student guidance personnel due to special needs, they may discuss with the EDB separately.

The needs of individual schools for guidance and social work services are not the same. The needs of schools may also vary in light of the departure and new intake of students. Under the CSGS, guidance services

should not be confined to the work of social workers, Student Guidance Teachers and student guidance personnel. All the teachers in school and the school head are required to work in collaboration. On this premise, the prevailing arrangement has enabled schools to provide basic services with professional quality and provided them with sufficient resources to employ or hire additional guidance services flexibly. With the implementation of the new policy, the EDB will also review the mode of collaboration between student guidance and social work services as well as explore various feasible proposals, including the proposal of “one school social worker plus one guidance teacher”, with the education sector so as to enable schools to adopt the best way to provide social work and guidance services for supporting students. However, we at the moment do not see a need to position across the board the basic guidance and social work services as “one social worker, plus one guidance teacher and one counsellor”.

For enquiries regarding our response, please contact Ms Kitty HO at 2863 4681.

Yours sincerely,



(Ms SO Yuen-yi)
for Secretary for Education