

立法會
Legislative Council

LC Paper No. CB(2)1941/17-18
(These minutes have been
seen by the Administration)

Ref : CB2/PL/WS

Panel on Welfare Services

Minutes of special meeting
held on Friday, 22 June 2018, at 9:30 am
in Conference Room 3 of the Legislative Council Complex

- Members present** : Hon SHIU Ka-chun (Chairman)
Hon KWONG Chun-yu (Deputy Chairman)
Hon LEUNG Yiu-chung
Hon Mrs Regina IP LAU Suk-ye, GBS, JP
Hon Michael TIEN Puk-sun, BBS, JP
Hon CHAN Chi-chuen
Hon LEUNG Che-cheung, SBS, MH, JP
Dr Hon KWOK Ka-ki
Hon KWOK Wai-keung, JP
Dr Hon Fernando CHEUNG Chiu-hung
Hon POON Siu-ping, BBS, MH
Hon Alvin YEUNG
Hon Andrew WAN Siu-kin
Hon CHU Hoi-dick
Dr Hon Junius HO Kwan-yiu, JP
Hon Wilson OR Chong-shing, MH
Hon YUNG Hoi-yan
Dr Hon Pierre CHAN
Hon LUK Chung-hung
- Member absent** : Dr Hon Helena WONG Pik-wan

**Public Officers
attending** : Item I

Miss Leonia TAI, JP
Deputy Secretary for Labour & Welfare (Welfare) 1
Labour and Welfare Bureau

Ms PANG Kit-ling
Assistant Director (Family and Child Welfare)
Social Welfare Department

Mrs CHAN SIU Suk-fan
Principal Assistant Secretary (Kindergarten
Education)
Education Bureau

**Attendance
by invitation** : Item I

幼教界關注幼稚園駐校社工聯席

Mrs Susan CHOY
發言人

Hong Kong Society for the Protection of Children

Mr CHAN Chi-yiu
Service Director

Mr KAN Ming-yue

The Boys' & Girls' Clubs Association of Hong Kong

Ms SHUM Lai-kuen
Supervisor

Yan Chai Hospital School Social Work and Support
Services

Ms Sasa LEE
Service Manager (Children and Youth)

Ms YAU Po-kam

Miss CHEUNG Yuk-lan

Pentecostal Church of Hong Kong - Social Service
Department

Mr LO Chiu-kwan
Chief Executive cum Hong Lok Nursery Schools
Supervisor

Tai Po & North District Early Childhood Education
(ECE) Principal Association

Mrs KWOK Chor-kiu
Chairman

香港非牟利幼稚園聯會

Ms Irene LO
Chairperson

香港教育大學幼兒教育碩士專業協會

Ms Sylvia WONG
Chairperson

Hong Kong Christian Kindergarten Teachers'
Association

Ms YEUNG Yuk-wah
President

循道衛理觀塘社會服務處

鄧寶山先生
代表

自由黨

梁進先生
黨員

The Hong Kong Council of Social Service

Ms Dora NGAN Ching-ching
Officer (Children and Youth Service)

香港社會工作者總工會幼兒教育社工關注組

Mr WONG Yuk-hay
內務副會長

Caritas Hong Kong - Social Work Services Division

Ms Eliza LAM Yee-wan
Head of Family Service

The Civic Party

Mr Henry SIN Ho-fai
District Developer of the New Territories West

Ms NG Luen-mui

Democratic Alliance for the Betterment and Progress
of Hong Kong

Miss LAI Ka-man
Deputy Spokesperson

Clerk in attendance : Mr Colin CHUI
Chief Council Secretary (2) 4

Staff in attendance : Mr Roger CHUNG
Council Secretary (2) 4

Miss Alison HUI
Legislative Assistant (2) 4

I. Pilot Scheme on provision of social work services in kindergartens

[LC Paper No. CB(2)1639/17-18(01)]

At the invitation of the Chairman, Deputy Secretary for Labour & Welfare (Welfare) 1 ("DS(W)1") briefed members on the Pilot Scheme on Social Work Service for Pre-Primary Institutions ("the Pilot Scheme").

2. The Chairman invited the deputations/individuals to present their views. A total of 20 deputations/individuals expressed their views which were summarized in the **Appendix**.

The Administration's response to deputations' views

3. Responding to the views expressed by the deputations/individuals, DS(W)1 made the following points:

- (a) the Administration expected to enhance the existing child protection service through the implementation of the Pilot Scheme for early identification of and provision of assistance to pre-primary children and their families in need as well as timely intervention. Meanwhile, the Pilot Scheme would help the Administration accumulate experience for providing social work service in pre-primary institutions and form a basis for the potential regularization of the service in future;
- (b) given the substantial variation in the numbers of children among individual pre-primary institutions, the Administration initially set the social worker to child ratio at 1 to 600 for implementing the Pilot Scheme. In the Administration's consultation with relevant stakeholders, the latter pointed out that each social worker might need to serve three or more pre-primary institutions at the same time under the abovementioned ratio. As such, social workers would not have sufficient time to better understand the children concerned and their families. In response to stakeholders' views and concerns, the Administration was examining the feasibility of arranging each social worker to serve no more than two pre-primary institutions and spend at least two days per week working at each pre-primary institution. Given that each social work team would serve about 3 200 children and the Pilot Scheme would be launched in three phases, around 16 social work teams would participate in each phase so as to

provide service for about 150 000 pre-primary children in the three-year Pilot Scheme;

- (c) pre-primary institutions and non-governmental organizations ("NGOs") would arrange social work service through their own matching process;
- (d) NGOs with experience in providing family services, school social work service in pre-primary institutions/primary schools/secondary schools would be eligible for the Pilot Scheme. Social workers providing service under the Pilot Scheme should be degree holders. Besides, supervisory support would be provided for frontline social workers under the Pilot Scheme;
- (e) given that the Pilot Scheme was implemented through the provision of additional resources, pre-primary institutions had the flexibility in maintaining their existing provision of social work service which was funded by other resources; and
- (f) while the Administration announced in the 2018-2019 Budget that some \$504 million would be allocated from the Lotteries Fund to launch the Pilot Scheme, the Administration was re-estimating the budget arising from the adjustment of the social worker to child ratio to 1 to 400.

4. In response to the views expressed by the deputations/individuals, Assistant Director (Family and Child Welfare) ("AD(Family and Child Welfare)") made the following points:

- (a) instead of adopting the service output requirements of school social work service in secondary schools, the Administration would consider the needs of children of pre-primary institutions and their parents in formulating the service output requirements in respect of pre-primary institutions. Social workers under the Pilot Scheme were required to manage cases, organize parenting education groups, organize thematic activities, provide professional consultations and referral service. The Administration would list out service output requirements when inviting eligible NGOs to submit proposals in respect of the Pilot Scheme. NGOs might then add service output requirements in their proposals in accordance with their experience and service models. In the

light of the tight schedule for implementation, the Administration would study if it was possible to consult stakeholders on the service output requirements of the Pilot Scheme;

- (b) the Administration would not select service providers of the Pilot Scheme through tender but would invite NGOs to submit proposals. To facilitate the Administration's consideration on whether NGOs were eligible for the Pilot Scheme, NGOs were required to state clearly in their proposals that they met the basic requirements of the Pilot Scheme, including relevant experience on service provision, manpower arrangement, handling of emergency cases and their capability of addressing the needs of various districts and pre-primary institutions;
- (c) in the light of the variation in the numbers of children among pre-primary institutions, the Administration might not be able to address all the views and concerns expressed by the deputations at the meeting. Instead, it would require service providers of the Pilot Scheme to explain in their proposals how such concerns could be addressed. Given that pre-primary institutions and NGOs would arrange social work service through their own matching process, NGOs could communicate with the pre-primary institutions concerned in order to meet the needs of the institutions. Besides, the social worker to child ratio would provide a basis for planning of the service under the Pilot Scheme;
- (d) given that social workers were required to provide diversified and professional services for pre-primary institutions under the Pilot Scheme, NGOs were required to recruit assistant social work officers who were degree holders in social work. While the Administration had no plan to impose a transitional period for social workers who were diploma holders to meet the aforesaid qualification requirement, those social workers at social work assistant grade were encouraged to pursue further studies to meet that requirement. Besides, the Administration would study the feasibility of allowing NGOs to employ social workers who were degree holders in counselling under the Pilot Scheme;

- (e) given that various new social welfare measures which were initiated in the 2017 Policy Address and the 2018-2019 Budget had increased the manpower demand for social workers, the Pilot Scheme would be implemented in phases so that there would not be a sudden increase in the manpower demand. The Administration would annually collect information on the manpower demand for social workers, with a view to adjusting the relevant planning and facilitating the provision of training opportunities by training institutions. The Administration would also contact training institutions for the provision of more internship opportunities in pre-primary institutions for students of degree programmes in social work;
- (f) social workers currently providing service for pre-primary institutions under the Pilot Scheme on On-site Pre-primary Rehabilitation Services could continue doing so even though the institutions concerned received social work service under the Pilot Scheme on Social Work Service for Pre-Primary Institutions. The Administration would study the feasibility of integrating the provision of social work service for pre-primary institutions during the implementation of the three-year Pilot Scheme;
- (g) given that a social worker was required to attend to various tasks and issues in handling emergency cases, a social work team could have the advantage of the strength and synergy of teamwork to cope with such cases and support the responsible social worker. Besides, NGOs should also include plans for handling emergency cases in their proposals in respect of the Pilot Scheme;
- (h) to ensure the effective use of resources and provide adequate support, a social work team was comprised of one supervisor, eight social workers and other supporting staff. Meanwhile, a social work team with a smaller size would have difficulty in recruiting staff and working as a team. The Administration would consider if a social work team of four social workers could be allowed to serve small-scale pre-primary institutions or pre-primary institutions located at remote locations;
- (i) the Administration would provide both pre-primary institutions and NGOs with information of participating

organizations under the Pilot Scheme in order to improve the transparency of the matching process; and

- (j) only pre-primary institutions participating in the Free Quality Education Subsidy Scheme would be eligible for the Pilot Scheme.

5. Principal Assistant Secretary (Kindergarten Education) advised that kindergartens participating in the new kindergarten education scheme were provided with a basic unit subsidy which would be adjusted annually in accordance with the established mechanism. Kindergartens could deploy part of the subsidy to arrange social work service and, in principle, the expenditure could be recognized in the overall budget for calculation of school fee. The amount of subsidy under the scheme would not be reduced because of the Pilot Scheme. For school fee revision applications, kindergartens had to set out their budget with details on the expenditure for each area concerned. The Education Bureau would discuss with kindergartens the need of the expenditure item when vetting their applications. While expenditure on school social work service would continue to be a recognized item in fee revision, the amount would be considered in the light of the circumstances and needs of individual kindergartens.

(At 11:15 am, the Chairman extended the meeting for 15 minutes beyond the appointed ending time to allow sufficient time for discussion.)

Discussion

Implementation of the Pilot Scheme on Social Work Service for Pre-Primary Institutions

6. Mr Andrew WAN enquired about the distribution and staffing establishment of each social work team under the Pilot Scheme. He enquired whether the Administration arranged each social worker to serve two pre-primary institutions due to inadequate manpower supply of social workers. He asked about the reasons for not imposing a transitional period for kindergartens to continue to employ experienced social workers at social work assistant grade under the Pilot Scheme pending their meeting the relevant qualification requirement.

7. AD(Family and Child Welfare) responded that additional manpower of some 120 social workers would be required for implementing the first phase of the Pilot Scheme after the social worker to child ratio was

increased from 1 to 600 to 1 to 400. The Pilot Scheme would be launched in three phases since NGOs would be under pressure to employ and redeploy staff if the Pilot Scheme was implemented on a full scale immediately. There would be adequate manpower supply of social workers after graduation of university students in social work when the second phase was launched in August 2019. Regarding the concern that NGOs might only employ inexperienced social workers under the Pilot Scheme, AD(Family and Child Welfare) said that NGOs had to explain in their proposals in respect of the Pilot Scheme how they would redeploy experienced staff or staff with professional training to provide the service. Besides, the Administration had no plan to impose the aforesaid transitional period at the moment. These social workers should pursue further studies to meet the qualification requirement of the Pilot Scheme.

8. Dr Pierre CHAN expressed concern that a number of abused children had been stranded at public hospitals and the Social Welfare Department ("SWD") should take actions to rectify the situation. He held the view that setting the social worker to child ratio under the Pilot Scheme was not practicable, since these social workers not only took care of pre-primary children, but also supported their parents and teachers. Noting the major objectives of the Pilot Scheme mentioned in the Administration's paper (i.e. paragraphs 3(a) to (c) of LC Paper No. CB(2)1639/17-18(01)), Dr CHAN enquired how the Administration determined the current social worker to child ratio and whether the Administration would review it. He asked whether there was a mechanism under the Pilot Scheme for social workers to provide crisis management for cases in need despite their heavy workload.

9. AD(Family and Child Welfare) advised that social workers would provide prevention and early identification of child abuse cases. For cases suspected of child abuse, they would activate the mechanism according to the Procedural Guide for Handling Child Abuse Cases and contact the Family and Child Protective Services Unit of SWD for handling of cases. SWD had strengthened the manpower of the Unit to enhance the support for child abuse cases. With the supervisory support provided for each social work team, NGOs would also provide professional support for social workers under the Pilot Scheme.

10. Mr POON Siu-ping expressed concern about the manpower supply of social workers since 16 social work teams would be involved in each phase of the Pilot Scheme. He asked whether the Administration would group some 700 pre-primary institutions in Hong Kong by district, with a view to according priority in the provision of service to those districts with

a large number of participating institutions.

11. DS(W)1 responded that after obtaining the funding from the Lotteries Fund, the Administration would invite eligible NGOs to indicate their interest in providing service under the Pilot Scheme. NGOs would then match with some 700 pre-primary institutions in Hong Kong to arrange for the provision of social work service. AD(Family and Child Welfare) added that as stakeholders expected to arrange social work service through their own matching process, pre-primary institutions would not be grouped by district. NGOs would be allowed flexibility in matching with these institutions. NGOs had to explain in their proposals how to address the needs of pre-primary institutions which were located at various districts.

12. In response to Mr POON Siu-ping's enquiry about the assistance provided for pre-primary institutions which could not match with NGOs for the provision of social work service, AD(Family and Child Welfare) said that it was expected that all the pre-primary institutions participating in the Pilot Scheme could be provided with social work service. The Administration would study how to provide appropriate assistance for those institutions in the second and third phase of the Pilot Scheme.

13. The Chairman enquired whether assistance would be provided for small-scale pre-primary institutions which had less access to NGOs, with a view to facilitating the matching process. AD(Family and Child Welfare) advised that the Administration would provide assistance depending on the circumstances of individual cases. Besides, during their matching process, the Administration would require NGOs to provide service for small-scale, medium-scale and large-scale pre-primary institutions as well as long whole-day pre-primary institutions. Given that each social work team should provide service for not more than 16 pre-primary institutions, NGOs should strike a balance in providing service for pre-primary institutions in various scales for their early participation in the Pilot Scheme.

14. Taking the view that the Pilot Scheme was launched due to a recent child abuse case of a five-year-old girl, both Mr LEUNG Che-cheung and Dr Fernando CHEUNG said that the Administration had quickly responded to the tragic incident. In Dr CHEUNG's view, the Pilot Scheme should be launched on a full scale as early as possible. Noting that each social worker would serve no more than two pre-primary institutions under the Pilot Scheme, Dr CHEUNG opined that specialized service had to be provided for families with children with special educational needs,

at-risk families, ethnic minority families and families in poverty. Social workers without adequate knowledge would not be capable of dealing with these groups of children. Meanwhile, social workers had to provide service to their parents and school personnel, liaise with other professionals, and help the aforesaid groups of children to proceed from kindergarten to primary school. Noting the supervisory support provided under the Pilot Scheme, Dr CHEUNG enquired whether the Administration would also provide training for social workers in addressing the needs of these groups of children. In the light of the difficulties faced by families, Dr CHEUNG took the view that adequate resources should be provided for the supervisory support under the Pilot Scheme. Stressing the importance of kindergarten social workers and "one social worker for each school" in primary schools in preventing child abuse, Dr CHEUNG said that the Administration should consider establishing a mandatory reporting mechanism for child abuse cases and relay the suggestion of establishing such a mechanism to the Commission on Children for consideration. He considered that the Administration should conduct a review of the Pilot Scheme for early regularization and further improvement.

15. AD(Family and Child Welfare) responded that training on child protection would be provided for social workers, teachers, school principals and other supporting staff when the Pilot Scheme and the policy of "one social worker for each school" in primary schools were implemented.

Way forward for the Pilot Scheme on Social Work Service for Pre-Primary Institutions

16. The Deputy Chairman said that the Pilot Scheme was launched in the light of a recent child abuse case of a five-year-old girl. Frontline social workers and the education sector had called for the provision of social work service for pre-primary institutions for years in order to support pre-primary children and their parents. Noting that the initial social worker to child ratio was set at 1 to 600, he expressed concern about inadequate manpower allocated for the Pilot Scheme. Both the Deputy Chairman and Mr Andrew WAN were of the view that the latest arrangement of each social worker serving no more than two pre-primary institutions might not provide adequate support for such institutions. In the long run, the Administration should allocate more resources to implement the policy of "one school, one social worker" for each pre-primary institution. The Deputy Chairman enquired about the way forward for the Pilot Scheme, including a timetable for communicating

closely with stakeholders and implementing the policy of "one school, one social worker".

17. DS(W)1 advised that the Administration implemented the Pilot Scheme to try out an appropriate mode for providing social work service in pre-primary institutions, so as to form a basis for the potential regularization of the service in future. SWD would closely communicate with pre-primary institutions and social workers of service providers in implementing the Pilot Scheme, with a view to better understanding the situation. The Administration would consider the way forward for the Pilot Scheme after its three-year implementation and if the service was to be regularized, additional resources might be sought if considered necessary. In response to enquiries of the Chairman and the Deputy Chairman on whether a steering committee would be established for the Pilot Scheme, DS(W)1 advised that the Administration did not consider such establishment necessary at the moment. SWD had consulted stakeholders on the Pilot Scheme and would communicate with them regarding the implementation of the Pilot Scheme as necessary. SWD would examine ways to foster communication with stakeholders in this regard.

18. Mr Andrew WAN said that while the provision of social work service for kindergartens had been advocated for years, only some kindergartens were so provided. He considered that the implementation of the Pilot Scheme reflected the slow response of the Administration to the tragic child death incidents. He enquired about the plan for reviewing and regularizing the Pilot Scheme.

19. DS(W)1 responded that given the substantial variation in the numbers of children among individual pre-primary institutions, the Pilot Scheme would form a basis for studying the feasibility of potential regularization of the service, and if so, the mode of provision of the service. AD(Family and Child Welfare) said that the allocation earmarked under the Lotteries Fund had included the commissioning of a consultant team to evaluate the Pilot Scheme. The review would commence after the first phase of the Pilot Scheme had been implemented for six months.

20. Expressing support for implementing the Pilot Scheme, Mr POON Siu-ping considered that the Pilot Scheme should be regularized as early as possible. Given that pre-primary institutions were located in districts with various service needs, Mr POON enquired whether the Administration would draw up performance indicators to facilitate the consideration of regularizing the Pilot Scheme.

21. AD(Family and Child Welfare) advised that the consultant team would conduct a comprehensive evaluation on the Pilot Scheme, including the social work team mode, arrangement of social work service through stakeholders' own matching process, the social worker to child ratio, the length of working time spent by social workers at a pre-primary institution, service output requirements, with a view to forming a basis for the potential regularization of the service in future.

(At 11:41 am, with no dissenting voice, the Chairman extended the meeting which had been extended for 15 minutes for another 10 minutes.)

22. Noting the view of some deputations that social work service should be provided for pre-primary institutions immediately, Mr LEUNG Che-cheung considered that there was a need to implement the Pilot Scheme given the inadequate manpower supply of experienced and qualified social workers. Noting that a review would be conducted six months after the implementation of the Pilot Scheme, he held the view that it was not necessary for the Administration to decide whether the Pilot Scheme would be regularized only after its three-year implementation. He suggested that the review should commence right after the Pilot Scheme had begun. Mr LEUNG expressed concern that provision of social work service for pre-primary institutions might vary among districts, e.g. those pre-primary institutions located at the Islands District would not be provided with such service. Given that the characteristics of districts with more grass-root families were different from districts with more middle class families, Mr LEUNG suggested that the review should compare the service modes of pre-primary institutions located at districts with different socio-economic status of residents.

23. AD(Family and Child Welfare) advised that given the start time of the review as mentioned in paragraph 19 above and the need for the review to cover all the three phases of the Pilot Scheme, the review would be completed after the third phase of the Pilot Scheme had been launched for six months. The review would study various issues, e.g. assistance provided for pre-primary institutions during the matching process and situation of pre-primary institutions from various social background and districts. In response, the Chairman and Mr LEUNG Che-cheung opined that regularization of the Pilot Scheme should not be considered only after its three-year implementation. The Chairman said that there were some 24 000 registered social workers in Hong Kong and only some 14 000 of them were working as social workers. In addition, there were around 1 100 social work students graduating annually. In his view, the

manpower supply of social workers could meet the manpower requirement for the provision of social work service for pre-primary institutions and there was no need for implementing the Pilot Scheme. Instead, the Administration should regularize the provision of social work service for pre-primary institutions as soon as possible.

II. Any other business

24. There being no other business, the meeting ended at 11:56 am.

Council Business Division 2
Legislative Council Secretariat
20 August 2018

Panel on Welfare Services

Special meeting on Friday, 22 June 2018, at 9:30 am

Pilot Scheme on provision of social work services in kindergartens

Summary of views and concerns expressed by deputations/individuals

No.	Name of deputation / individual	Views
1.	幼教界關注幼稚園駐校 社工聯席	[LC Paper No. CB(2)1669/17-18(01)]
2.	Hong Kong Society for the Protection of Children	<ul style="list-style-type: none"> ● Given that pre-primary children had difficulty in expressing their views when facing various family problems, social workers in kindergartens needed time to establish a relationship with the children concerned. These social workers had to communicate with teaching staff and enhance parents' skills in effective parenting. ● A social worker providing service under the Pilot Scheme on Social Work Service for pre-primary Institutions ("the Pilot Scheme") should spend at least two days per week working at each kindergarten in order to have sufficient time to provide individual counselling service for needy children as well as communicate with children, parents and teaching staff. ● The number of working days of social workers providing service at a kindergarten under the Pilot Scheme should not be limited by the number of children there. Instead, social workers should allocate their working time according to the needs of kindergartens.
3.	Mr KAN Ming-yue	<ul style="list-style-type: none"> ● Expressed concern that the Administration only allocated some \$504 million for implementing the Pilot Scheme, while it had allocated substantial amount of resources to fund infrastructural projects. ● Given that the Administration had not disclosed the details for implementing the

No.	Name of deputation / individual	Views
		<p>Pilot Scheme, e.g. number of working days of a social worker at a kindergarten, parents expressed concern that service provided by the Pilot Scheme might not be comparable to the existing school social work service in some kindergartens.</p> <ul style="list-style-type: none"> ● A social worker providing service under the Pilot Scheme should spend at least two days per week working at each kindergarten. The number of working days of these social workers should not be limited by the number of children at a kindergarten. Instead, social workers should allocate their working time according to the needs of kindergartens, the children concerned and their families. Enquired how to define the scale of a kindergarten under the Pilot Scheme. The Administration should increase the social worker to child ratio for kindergartens serving families with special needs.
4.	The Boys' & Girls' Clubs Association of Hong Kong	[LC Paper No. CB(2)1639/17-18(02)]
5.	Yan Chai Hospital School Social Work and Support Services	[LC Paper No. CB(2)1669/17-18(03)]
6.	Ms YAU Po-kam	<ul style="list-style-type: none"> ● Kindergartens expressed concern about the number of working days of social workers at a kindergarten and opined that social workers should spend at least two days per week working at each kindergarten. ● Social workers in kindergartens should be experienced since they had to handle family problems of pre-primary children. ● Expressed concern about career development of social work assistants who currently provided social work service for kindergartens. The Social Welfare Department ("SWD") should re-establish the senior social work assistant grade for the development of social work service in kindergartens, and offer non-governmental organizations ("NGOs") flexibility in employing social workers at this grade

No.	Name of deputation / individual	Views
		under the Pilot Scheme.
7.	Miss CHEUNG Yuk-lan	<ul style="list-style-type: none"> ● The number of working days of social workers providing service at a kindergarten should not be limited by the number of children there. Social workers should spend at least two days per week working at each kindergarten. In the long run, the Administration should implement a policy of "one school, one social worker" for each kindergarten. ● Social workers in kindergartens should be experienced. SWD should impose a transitional period for existing kindergarten social workers who were diploma holders to pursue further studies to meet the qualification requirement of the Pilot Scheme, and allocate funds to increase the supply of part-time degree programmes in social work. ● Kindergartens should be allowed to arrange for provision of social work service through their own matching process under the Pilot Scheme.
8.	Pentecostal Church of Hong Kong - Social Service Department	[LC Paper No. CB(2)1639/17-18(03)]
9.	Tai Po & North District Early Childhood Education (ECE) Principal Association	<ul style="list-style-type: none"> ● The provision of social work service would not be sufficient even if the social worker to child ratio was set at 1 to 400 under the Pilot Scheme. Even though a social worker spent at least two days per week working at each kindergarten, he/she would not have sufficient time to handle emergency cases. ● Expressed concern that a service provider under the Pilot Scheme did not have the capability of addressing problems of kindergartens as well as pre-primary children and their families. Social workers in kindergartens should be experienced since there were various types of children with special educational needs ("SEN"). ● After the implementation of the Pilot Scheme, kindergartens should continue to have the support from social workers under

No.	Name of deputation / individual	Views
		the On-site Pre-primary Rehabilitation Services, with a view to supporting SEN children and their families.
10.	香港非牟利幼稚園聯會	<ul style="list-style-type: none"> ● Given that pre-primary children had difficulty in expressing their views when facing various family problems, social work service had already been provided in some kindergartens. ● Given that it took time for integration between kindergartens and social workers, kindergartens should be allowed to arrange social work service through their own matching process under the Pilot Scheme, and hence kindergartens could continue their existing social work service. Besides, given that some kindergartens had no experience in arranging social work service, the Administration should offer assistance in the matching process. ● Expressed concern that the Administration would not impose a transitional period for existing kindergarten social workers who were diploma holders to pursue further studies to meet the qualification requirement of the Pilot Scheme.
11.	香港教育大學幼兒教育碩士專業協會	<ul style="list-style-type: none"> ● The Administration should provide additional resources for kindergartens with 200 or more children so that social workers would spend four days per week working at such kindergartens. ● The Administration should provide additional resources for kindergartens serving families with special needs, e.g. low-income families, dual-income families, single parent families, families with SEN children and families with non-Chinese speaking students, so that social workers would spend additional working days at such kindergartens.
12.	Hong Kong Christian Kindergarten Teachers' Association	<ul style="list-style-type: none"> ● The Administration should implement a policy of "one school, one social worker" for each kindergarten in the long run. ● Enquired whether expenses on the provision of social work service would be recognized as allowable expenditure under

No.	Name of deputation / individual	Views
		<p>the Free Quality Kindergarten Education Scheme ("the Scheme") after the implementation of the Pilot Scheme. Expressed concern that kindergartens which did not participate in the Scheme would not be eligible for the Pilot Scheme.</p> <ul style="list-style-type: none"> ● Kindergartens should be allowed to strengthen the provision of social work service according to their needs after the implementation of the Pilot Scheme.
13.	循道衛理觀塘社會服務處	<ul style="list-style-type: none"> ● Enquired about the number of kindergartens participating in the three phases of the Pilot Scheme respectively, and whether the Administration would set service targets for the Pilot Scheme and discuss with the social welfare sector beforehand. ● The initial setting of the social worker to child ratio at 1 to 600 for implementing the Pilot Scheme was unreasonable. Social workers should spend at least two days per week working at each kindergarten. ● Enquired: (a) whether kindergartens would arrange social work service through their own matching process; (b) whether the Administration would offer assistance for NGOs to match with kindergartens; (c) whether NGOs could set up a small-scale social work team which only provided service for eight kindergartens; (d) whether several NGOs could cooperate to form a social work team; (e) how the Administration would ensure the provision of social work service for small-scale and remote kindergartens; and (f) about the Administration's criteria for arranging social work service for kindergartens. The Administration should improve transparency of the matching process in order to enhance participation of NGOs.
14.	自由黨	<ul style="list-style-type: none"> ● Welcomed the Pilot Scheme. The Administration should regularize the Pilot Scheme. Given that pre-primary children had difficulty in expressing their views, the Administration should not implement the Pilot Scheme in accordance with a service

No.	Name of deputation / individual	Views
		<p>model similar to school social work service in secondary schools.</p> <ul style="list-style-type: none"> ● Given that some kindergartens with 100 or less children and some long whole-day kindergartens were in greater need for social work service, the provision of such service basing on the social worker to child ratio could not address the needs of those kindergartens. With such a ratio, workload of social workers would be heavier in kindergartens serving families with special needs. The Administration should also consider the situation of various districts in providing social work service for kindergartens. A social worker should spend at least two days per week working at each kindergarten in order to establish a relationship with teaching staff and pre-primary children. ● Expressed concern that kindergartens would not be provided with additional resources to continue their existing social work service after the implementation of the Pilot Scheme.
15.	The Hong Kong Council of Social Service	<p>[LC Paper No. CB(2)1686/17-18(01)]</p> <ul style="list-style-type: none"> ● The welfare sector welcomed the Pilot Scheme. Given that some kindergartens had no experience in arranging social work service, SWD should offer assistance in the matching process for pre-primary institutions which could not arrange social work service in the second and third phases of the Pilot Scheme.
16.	香港社會工作者總工會 幼兒教育社工關注組	<ul style="list-style-type: none"> ● A social worker should spend at least two days per week working at each kindergarten. Given that social work service in kindergartens should be family-oriented, the social worker to child ratio should be set at a higher level. Such a ratio should not be too rigid so that social workers had sufficient time to enhance caring culture in kindergartens. ● SWD should provide adequate supervision of social work service in kindergartens for future improvement. Besides, the Administration should not arrange such

No.	Name of deputation / individual	Views
		<p>service through competitive bidding in order to ensure the stability and persistence of such service.</p> <ul style="list-style-type: none"> ● The Administration should allow NGOs to employ existing kindergarten social workers who were diploma holders or degree holders in counselling under the Pilot Scheme. Meanwhile, kindergarten social workers who were diploma holders should be allowed to pursue in-service further studies to meet the qualification requirement of the Pilot Scheme.
17.	Caritas Hong Kong - Social Work Services Division	[LC Paper No. CB(2)1640/17-18(01)] (Restricted to members only)
18.	The Civic Party	[LC Paper No. CB(2)1669/17-18(02)]
19.	Ms NG Luen-mui	<ul style="list-style-type: none"> ● Social workers in kindergartens had to provide various services for diversified service users, e.g. teaching staff, children, parents, grandparents and supporting staff of kindergartens. ● Given that many parents could not set a good example for their children, social workers took a long time to foster children's development. ● Given that kindergartens had various needs, social workers in kindergartens had to organize activities accordingly. These social workers should be allowed to pursue further studies to meet the qualification requirement of the Pilot Scheme.
20.	Democratic Alliance for the Betterment and Progress of Hong Kong	<ul style="list-style-type: none"> ● Welcomed the Pilot Scheme. Social workers in kindergartens needed time to establish a relationship with pre-primary children and their parents, and they had to provide various services for diversified service users, e.g. parents and teaching staff. ● Given that kindergartens had different culture and it took time for integration between kindergartens and social workers, kindergarten social workers had to possess different kinds of expertise when compared with their counterparts in primary and

No.	Name of deputation / individual	Views
		<p>secondary schools. The Administration should not implement the Pilot Scheme in accordance with a service model similar to school social work service in primary and secondary schools.</p> <ul style="list-style-type: none"><li data-bbox="715 454 1348 779">● The Administration should increase the manpower of social workers for implementing the Pilot Scheme. Instead of arranging the manpower of social workers in accordance with the number of children at a kindergarten, the manpower provision should be allocated with reference to the scale, location and background of kindergartens.

Council Business Division 2
Legislative Council Secretariat
20 August 2018