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(Translation)

**Opening Remarks by Secretary for the Civil Service at the  
Special Meeting of the Finance Committee of the Legislative Council  
on 8 April 2019**

Chairman,

Among the matters related to the civil service in the 2019-20 Draft Estimates of Expenditure, I would like to focus my introduction on two items.

2. **The first item is civil service establishment.** In 2019-20, we will continue to suitably increase the manpower of government departments. The civil service establishment is expected to increase by 3 481 posts, representing a year-on-year increase of about 1.8% and resuming the stable growth of about 1% to 2% in the past ten years. About 40% of the additional posts will be for work related to people's livelihood, such as medical services provided by the Department of Health, education, and support services for the underprivileged. Another 40% or so will be invested on Hong Kong's future economic development, including infrastructure, land and housing as well as innovation and technology-related work. About 80% of the additional manpower belong to middle and lower ranks covering a number of frontline grades.

3. The Government has all along been managing the civil service establishment in a prudent manner. The increase in manpower will enable the civil service to grow stably on the one hand, and meet the practical manpower needs of government departments for implementing new policy measures and coping with the additional workload.

4. **The second item of my introduction is about financial provisions.** In the 2019-20 Draft Estimates of Expenditure, the financial provisions under a few Heads of Expenditure are related to the policy area of management of the civil service. They include -

- (a) Head 37 - Department of Health: Programme (7) "Medical and Dental Treatment for Civil Servants": A financial provision of \$2,111.1 million is proposed, representing an increase of 27.9% over the 2018-19 Revised Estimate. This is to allow the Government to continually improve the various medical and dental services for civil service eligible persons (including pensioners). \$1,010 million of the provision will be allocated to families clinics and government dental clinics for strengthening their manpower support and the establishment of additional specialised dental surgeries, other than the daily operating expenditure of the clinics. Moreover, the Department of Health will also use the provision in 2019-20 to add two new programmes at the families clinics, namely the "Risk Assessment and Management Programme" for improving the quality of care for patients with diabetes mellitus, and the "Stable Drug Use Pilot Programme" for enhancing the drug safety for patients with

chronic diseases and stable condition who are required to take multiple types of drugs. Regarding the payment and reimbursement of medical fees and hospital charges, an allocation of \$1,101.1 million is proposed for reimbursing medical expenses applied for by eligible persons; and

- (b) Head 120 - Pensions: Programme (1) "Public and Judicial Service Pension Benefits": An amount of \$38,296.5 million is proposed for pension payments to retirees, representing an increase of 7% over the 2018-19 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 2018-19.

5. Chairman, this is the end of my introduction. I would welcome questions from Members.