

政府總部
勞工及福利局
香港添馬添美道2號
政府總部



LC Paper No. CB(2)1718/18-19(02)

LABOUR AND WELFARE BUREAU
GOVERNMENT SECRETARIAT

Central Government Offices
2 Tim Mei Avenue, Tamar
Hong Kong

本函檔號 Our Ref. : LWB T3/ 18/41
來函檔號 Your Ref. : CB2/PL/MP

電話號碼 Tel No. : (852) 2810 3298
傳真號碼 Fax No. : (852) 2804 6509

24 June 2019

Clerk to Panel on Manpower
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong
(Attn: Ms. Rita LAI)

Dear Ms. LAI,

Thank you for your letter of 4 June to the Secretary for Labour and Welfare, relaying Hon HO Kai-ming's questions regarding the manpower situation of the elderly care service sector. I am authorized to reply as follows.

Manpower in elderly care service sector

To enable subsidised welfare service units to recruit and retain staff more effectively, the Chief Executive's 2017 Policy Agenda stated that additional resources would be provided by the Social Welfare Department (SWD) for subsidised elderly, rehabilitation and family and child welfare service units to increase the salary provision for recognised posts of personal care workers (PCWs), home helpers (HHs) and ward attendants (WAs). SWD implemented the measure in 2018 and conducted a survey on subsidised service units in the first half of this year to gauge the impact of the use of the SWD's additional resources by the subsidised service units to increase the remuneration of staff on the manpower situation of frontline care staff.

Preliminary information has revealed that, even with the increase of emoluments (including salaries and allowances) of frontline care staff in 2018, the vacancy rate of PCWs, HHs and WAs in subsidised service units

is still about 19%, which is higher than the vacancy rate as revealed in the 2017 survey. SWD will continue to analyse the questionnaires returned by the surveyed units.

Number of registered health workers

In the past five years, the number of health workers registered under the Residential Care Homes (Elderly Persons) Regulation (RCHE Regulation) and are still on the register of health workers is set out as follows

Year	As at end-March 2015	As at end-March 2016	As at end-March 2017	As at end-March 2018	As at end-March 2019
Number of health workers registered under the RCHE Regulation	18 655	19 704	20 949	22 425	23 662

Supplementary Labour Scheme

From 2014 to 2018, employers of the elderly care service sector applied to import 1 885, 1 361, 2 039, 1 694 and 2 108 care workers respectively under the Supplementary Labour Scheme. The numbers of imported care workers approved in these five years were 1 377, 1 035, 1 383, 1 510 and 1 409 respectively. The vetting of applications received towards year-end may be completed in the following year, and hence the number of imported care workers approved in the year does not correspond to the number of imported care workers applied for in the same year. The Government does not have statistics on the number of employed persons in the elderly service sector.

In addition, we have provided relevant information on measures implemented to enhance the manpower supply for the elderly care service sector in the paper submitted to the Manpower Panel, including implementation of the Qualifications Framework, provision of training and employment services, etc.

Yours sincerely,



(Desmond WU)

for Secretary for Labour and Welfare

c.c. Director of Social Welfare (Attn: Mr Alex WONG Kwok-chun)
Commissioner for Labour (Attn: Mr Raymond HO Kam-biu)