

立法會

Legislative Council

LC Paper No. CB(4)872/18-19
(These minutes have been seen
by the Administration)

Ref : CB4/PL/PS

Panel on Public Service

**Minutes of meeting held on
Monday, 18 February 2019, at 10:30 am
in Conference Room 3 of the Legislative Council Complex**

Members present : Hon Gary FAN Kwok-wai (Chairman)
Hon Martin LIAO Cheung-kong, SBS, JP (Deputy Chairman)
Hon WONG Ting-kwong, GBS, JP
Hon Mrs Regina IP LAU Suk-ye, GBS, JP
Hon Charles Peter MOK, JP
Hon KWOK Wai-keung, JP
Hon IP Kin-yuen
Dr Hon Elizabeth QUAT, BBS, JP
Hon POON Siu-ping, BBS, MH
Dr Hon CHIANG Lai-wan, SBS, JP
Hon CHU Hoi-dick
Hon HO Kai-ming
Hon LAM Cheuk-ting
Hon SHIU Ka-fai
Dr Hon Pierre CHAN
Hon Jeremy TAM Man-ho
Hon Tony TSE Wai-chuen, BBS
Hon CHAN Hoi-yan

Member attending : Hon Vincent CHENG Wing-shun, MH

**Public Officers
attending** : **Agenda item III**

Mr Joshua LAW, GBS, JP
Secretary for the Civil Service

Ms Amy WONG
Deputy Secretary for the Civil Service 2

Mr Benjamin MOK
Principal Assistant Secretary (Pay and Leave)

Ms Ida LEE
Deputy Director of Leisure and Cultural Services
(Leisure Services)

Mrs Doris FOK
Assistant Director (Leisure Services)1
Leisure and Cultural Services Department

**Attendance by
invitation**

: **Agenda item III**

Hong Kong Civil Servants General Union

Mr FUNG Chuen-chung
Vice-chairman

Hong Kong Government Lifeguards General Union

Mr Anson TANG
President

Union of Government Amenities Assistants

Mr LEUNG Kai-yin
Secretary

HKSARG Senior Lifeguard General Union

Mr Kenneth HUI
Chairman

Hong Kong and Kowloon Life Guards' Union

Mr WU Kai-wing
Deputy Chairman

Clerk in attendance : Mr Anthony CHU
Chief Council Secretary (4)1

Staff in attendance : Miss Shirley HAU
Senior Council Secretary (4)1

Ms Maggie CHUNG
Council Secretary (4)1

Mr Griffin FUNG
Legislative Assistant (4)7

Mr Terry HON
Clerical Assistant (4)1

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I. Information papers issued since the last regular meeting on 21 January 2019

(LC Paper No. CB(4)506/18-19(01) -- Letter dated 16 January 2019 from Hon Jeremy TAM Man-ho requesting information on the ratings of the appraisal reports of Assistant Hawker Control Officers in the Food and Environmental Hygiene Department (Chinese version only)

LC Paper No. CB(4)506/18-19(02) -- Administration's response to the letter dated 16 January 2019 from Hon Jeremy TAM Man-ho requesting information on the ratings of the appraisal reports of Assistant Hawker Control Officers in the Food and Environmental Hygiene Department

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LC Paper No. CB(4)507/18-19(01) -- Submission from the Coalition of Civil Servants on Medical and Dental Benefits for Civil Service Eligible Persons (Chinese version only))

Members noted that the above papers had been issued since the last regular meeting on 21 January 2019.

II. Date of next meeting and items for discussion

(LC Paper No. CB(4)521/18-19(01) -- List of outstanding items for discussion

LC Paper No. CB(4)521/18-19(02) -- List of follow-up actions)

2. Members agreed that the next regular Panel meeting would be held on 18 March 2019 to discuss the following items proposed by the Administration:

- (a) Civil service-related matters featured in the 2019-2020 Budget; and
- (b) An overview of medical and dental benefits for civil servants, pensioners and eligible dependants.

(Post-meeting note: In order to allow more time for members' discussion, members agreed to defer the discussion of the item "Update on extension of the service of civil servants" originally scheduled for the meeting on 18 February 2019 to the next regular meeting on 18 March 2019. As such, at the request of the Administration and with the concurrence of the Chairman, item 2(b) above was deferred to a future meeting, and members had been informed of the arrangement vide LC Paper No. CB(4)566/18-19 issued on 21 February 2019.)

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III. Issues relating to the lifeguards of the Leisure and Cultural Services Department

(LC Paper No. CB(4)318/18-19(03) -- Administration's paper on Civil Service Lifeguards of the Leisure and Cultural Services Department

LC Paper No. CB(4)521/18-19(04) -- Paper on the issues relating to the lifeguards of the Leisure and Cultural Services Department prepared by the Legislative Council Secretariat (updated background brief)

Other relevant papers

LC Paper No. CB(4)348/18-19(01) -- Motion passed at the meeting on 17 December 2018

LC Paper No. CB(4)432/18-19(01) -- The Administration's response to the motion passed at the meeting on 17 December 2018)

Presentation of views by deputations

3. The Chairman welcomed the deputations to present their views to the Panel. He reminded them that, when addressing the Panel at the meeting, the deputations were not covered by the protection and immunity under the Legislative Council (Powers and Privileges) Ordinance (Cap. 382), and their written submissions were not covered by the Ordinance either. In total, five deputations presented their views at the meeting.

4. In gist, the major concerns/requests of the deputations were as follows:

- (a) referring to the drowning accident of a non-civil service contract ("NCSC") lifeguard of the Leisure and Cultural

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Services Department ("LCSD"), the deputations emphasized that the entry requirements, trade tests and training arrangements for LCSD's lifeguards were inadequate to meet the operational needs of LCSD's public swimming pools/gazetted beaches/water sports centres ("the aquatic venues"). Some LCSD's lifeguards might have to undertake scuba diving duties in their day-to-day operations, but LCSD did not set scuba diving qualification as one of the entry requirements of its lifeguards nor make the relevant training compulsory;

- (b) although the total number of civil service lifeguards had increased with the commissioning of new aquatic venues in the past few years, the persistent recruitment difficulties of NCSC seasonal lifeguards had led to service suspension of some aquatic venues;
- (c) most of the managers/officers-in-charge of the aquatic venues lacked lifesaving and first aid knowledge, and LCSD's guidelines on the management and deployment of and work arrangements for lifeguards, as well as procedures for performing scuba diving rescue were insufficient. The above problems would hinder the provision of lifesaving and lifeguard services and pose danger to both swimmers and LCSD's lifeguards; and
- (d) the deputations requested a grade structure review ("GSR") for LCSD's lifeguards to review their entry requirements, job duties, manpower situation, training arrangements and remunerations, etc.

5. Members noted the supplementary submission from the Hong Kong Government Lifeguards General Union ("HKGLGU") tabled at the meeting.

(Post-meeting note: HKGLGU's supplementary submission was issued to members vide LC Paper No. CB(4)547/18-19(01) on 18 February 2019.)

6. A summary of the deputations' views was in the **Appendix**.

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The Administration's response to the deputations' views

7. At the invitation of the Chairman, Deputy Director of Leisure and Cultural Services (Leisure Services) ("DD(LS)") made the following points in response to the deputations' views:

- (a) the drowning accident quoted by the deputations was an isolated case, and LCSD would not comment on it as the investigation was still in progress;
- (b) all civil service lifeguards of LCSD possessed the Pool Lifeguard Award and Beach Lifeguard Award issued by the Hong Kong Life Saving Society ("HKLSS"). As skin diving was already an item assessed for the relevant Lifeguard Awards, all lifeguards had already acquired skin diving skills for underwater rescue operation. When there were drowning incidents, LCSD's lifeguards would arrive at the scene in the first instance, and deploy skills taught and assessed in the training associated with the lifeguard qualifications (including underwater rescue by skin diving, etc.) for rescue operations. If there was a report of missing swimmer in beach water, officer-in-charge of venue would report to the Police immediately. The Police would then ask the Fire Services Department ("FSD") to deploy firemen to the scene to take charge of the search. Trained and qualified lifeguards would carry out emergency underwater search for drowning victim using scuba diving equipment under the supervision and instruction of senior lifeguards before the arrival of the diving personnel of FSD. Separately, LCSD had engaged contractors to perform tasks which required diving for prolonged periods, e.g. inspection and maintenance of shark prevention nets;
- (c) with a view to improving the lifesaving and lifeguard services provided by LCSD, LCSD had reviewed the entry requirements and contents of trade test for the recruitment examination for lifeguards from time to time;
- (d) LCSD attached great importance to lifeguard training. Starting from 2019, both newly appointed civil service lifeguards and NCSC lifeguards on long-term employment would be required to complete a course on advanced skills of skin diving rescue before assuming duties. Other skills upgrading programmes (e.g. courses on scuba diving rescue)

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and compulsory refresher course on lifesaving and first aid skills were also provided to all serving lifeguards; and

- (e) in 2019, LCSD would launch a pilot scheme by engaging 40 NCSC full-year full-time lifeguards to form a regional-based "special support team" for flexible deployment to respond to unforeseen manpower shortages at public swimming pools and gazetted beaches. LCSD would, where justified, strive to bid for additional resources under the established mechanism to increase the number of lifeguards.

Discussion

Qualifications and training of LCSD's lifeguards

8. According to HKGLGU's submissions that the International Life Saving Federation had established a set of international certificates on different skills at various levels for lifeguards to achieve, Mrs Regina IP noted that the requirement for LCSD's lifeguards to possess valid Beach/Pool Lifeguard Award issued/reassessed by HKLSS was the minimum qualification, and she was concerned whether such requirement could cater for the current operational needs of the aquatic venues. Ms CHAN Hoi-yan also enquired about the reasons for exempting NCSC seasonal lifeguards from the possession of first aid certificates.

9. DD(LS) advised that HKLSS was the only body recognized by the International Life Saving Federation for assessing and awarding lifeguard qualifications in Hong Kong. LCSD had set and reviewed the entry requirements of its lifeguards having regard to the actual operational and service needs of the aquatic venues. Taking into account that civil service and NCSC seasonal lifeguards would work together as a team to provide lifesaving and lifeguard services, LCSD required NCSC seasonal lifeguards to possess the Beach Lifeguard Award or Pool Lifeguard Award issued/reassessed by HKLSS within the past three years, while civil service lifeguards had to possess, on top of the above requirements applicable to NCSC seasonal lifeguards, valid first aid certificates. She added that Bronze Medallion was the basic level of the lifeguard qualification sanctioned by HKLSS, while the examinations of Beach Lifeguard Award and Pool Lifeguard Award comprised practical parts including lifesaving with rescue craft.

10. Ms CHAN Hoi-yan considered the current requirement for serving LCSD's lifeguards to renew their Beach/Pool Lifeguard Awards

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every three years inadequate. LCSD should review and upgrade qualifications and skills requirements for its lifeguards. Mr POON Siu-ping shared this view and suggested that more training should be provided to LCSD's lifeguards to keep them abreast of the development of new lifesaving techniques and technologies. Dr CHIANG Lai-wan also considered that LCSD should engage highly skilled and experienced candidates to better safeguard the safety of swimmers.

11. Referring to the accident of an LCSD seasonal lifeguard who was suspected to have drowned when performing scuba diving duties, Mrs Regina IP sought information on whether the concerned lifeguard was qualified to carry out such duties. DD(LS) replied that LCSD did not have such information as NCSC seasonal lifeguards were not required to possess scuba diving qualification.

12. With a view to ensuring the safety of both LCSD's lifeguards and members of the public, Ms CHAN Hoi-yan and Mr CHU Hoi-dick called on the Administration to include the possession of scuba diving qualification as one of the entry requirements of LCSD's lifeguards. Ms CHAN and Mr LAM Cheuk-ting also enquired whether LCSD would consider providing compulsory scuba diving rescue training to all its lifeguards. Dr Elizabeth QUAT urged that LCSD should seriously consider providing scuba diving rescue training to its lifeguards, in particular as scuba diving required more professional training and a longer training period in comparison with skin diving given the level of risk involved. The current scuba diving course provided by LCSD was only for leisure purpose and did not suit rescue operations.

13. Secretary for the Civil Service ("SCS") pointed out that the entry requirements for individual grades were determined by the recruiting departments having regard to their operational needs and those of the grades concerned. DD(LS) reiterated that all lifeguards possessed the skin diving skills for underwater rescue operation, and LCSD provided them with advanced skin diving rescue course to enhance their skills in skin diving and underwater search and rescue. Starting from 2019, newly appointed civil service lifeguards and NCSC lifeguards on long-term employment would be required to complete a course on advanced skills of skin diving rescue and pass a five-metre depth diving test before assuming duties. Besides, sufficient training places would be provided to serving civil service lifeguards who enrolled in scuba diving courses. Given that scuba diving duties were not the major daily responsibility of LCSD's lifeguards, LCSD would not make training or qualification of scuba diving rescue compulsory for its lifeguards.

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14. Mr Charles Peter MOK did not subscribe to LCSD's response and was of the view that scuba diving rescue formed part of the basic responsibilities of lifeguards' lifesaving work. Mr CHU Hoi-dick shared Mr MOK's view and called on the Administration to include scuba diving as one of the responsibilities of LCSD's lifeguards.

15. Concerning the entry requirements of LCSD's lifeguards which were set years ago, Mr HO Kai-ming requested the Administration to provide a written response on whether LCSD would, in light of the changing environments, review the entry requirements of civil service and NCSC lifeguards so as to meet the current operational needs of the aquatic venues.

(Post-meeting note: The Administration's written response was circulated to members vide LC Paper No. CB(4)835/18-19(01) on 3 May 2019.)

Duties of, working guidelines for and remuneration packages of LCSD's lifeguards

16. Dr Elizabeth QUAT criticized LCSD management for ignoring that its lifeguards had to undertake scuba diving works from time to time and invited the deputations to supplement the diving tasks in the daily work of LCSD's lifeguards.

17. Mr Anson TANG of HKGLGU replied that apart from skin diving rescue and scuba diving rescue, LCSD's lifeguards might need to use scuba diving equipment to dive into the aquatic venues for the clearance work after inclement weather in order to resume service of the affected venues as soon as practicable. However, not all of LCSD's lifeguards were trained in scuba diving, and LCSD only required its lifeguards to conduct regular diving drills at a depth of around two metres underwater, which could hardly meet the operational needs at those aquatic venues with a depth of more than two metres.

18. Mr LAM Cheuk-ting and Mr HO Kai-ming sought details of LCSD's departmental guidelines on using scuba diving equipment to carry out scuba diving rescue. Mr Anson TANG of HKGLGU and Mr WU Kai-wing of Hong Kong and Kowloon Life Guards' Union ("HKKLGU") remarked that the relevant guidelines, procedures and assignment of responsibilities were too general. When drowning accidents occurred, LCSD's lifeguards had to make their own assessment on whether or not to carry out scuba diving rescue. Mr HO was of the

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view that LCSD's management of its aquatic venues and lifeguards was lax and ineffective.

19. In reply to the questions raised by Mr Jeremy TAM relating to the maintenance of scuba diving equipment at aquatic venues, Assistant Director (Leisure Services)¹ advised that according to LCSD's beach management guidelines, senior lifeguards would check whether the first aid and resuscitation equipment were in good working condition. LCSD had recently met with staff side to gauge their views on improving the guidelines. Given that all senior lifeguards might not be trained in scuba diving and LCSD had not specified in its departmental guidelines the frequency of equipment checking, Mr TAM questioned the effectiveness of the maintenance arrangements.

20. Dr Elizabeth QUAT and Ms CHAN Hoi-yan expressed great concern that the unclear scope of duties of and working guidelines for LCSD's lifeguards did not only adversely affect the provision of lifesaving and lifeguard services, but also put the safety of both LCSD's lifeguards and swimmers at risk.

21. Mr POON Siu-ping considered it unfair that those lifeguards who had attended more training programmes should take on more duties without additional pay or allowance, and such work assignment practice would discourage LCSD's lifeguards from participating in vocational training.

22. SCS assured members that the Civil Service Bureau would take into consideration the concerns raised by members and the deputations and gauge views from management side, frontline staff and relevant stakeholders, and further discuss the issue with the Home Affairs Bureau and LCSD.

23. Mrs Regina IP asked whether the provision of an additional monthly payment of \$300 to NCSC seasonal lifeguards who had obtained a valid first aid certificate was unfair to civil service lifeguards and led to the situation of "different pay for the same job".

24. DD(LS) explained that the employment terms and conditions of NCSC seasonal lifeguards were separate and different from those of civil service lifeguards. LCSD had been adhering to the principle of keeping the pay of NCSC seasonal lifeguards broadly comparable with that of their private sector counterparts, while the pay adjustment for civil service lifeguards was set in accordance with the established annual civil service pay adjustment mechanism. She also clarified that the entry pay

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of NCSC seasonal lifeguards was lower than the median income of civil service lifeguards.

25. To attract and retain talents, Mr Jeremy TAM proposed introducing a new job-related allowance for LCSD's lifeguards who possessed qualification of scuba diving. The new allowance could also be an incentive for LCSD's lifeguards to upgrade their skills and professionalism. SCS advised that the Administration would consider providing job-related allowance to civil servants if it was fully justified on operational grounds and complied with the relevant governing principles. The Administration was requested to provide a written response in this regard.

(Post-meeting note: The Administration's written response was circulated to members vide LC Paper No. CB(4)835/18-19(01) on 3 May 2019.)

Manpower arrangements of the aquatic venues

26. Taking into account that lifesaving service was time-critical and not every LCSD's lifeguard possessed scuba diving rescue qualification, Dr Elizabeth QUAT, Dr CHIANG Lai-wan, Mr LAM Cheuk-ting and Ms CHAN Hoi-yan expressed grave concern that the rescue of drowning victims might be delayed if no qualified LCSD's lifeguard could be found on the spot to perform scuba diving rescue promptly. Mr HO Kai-ming enquired about the roster arrangements of LCSD's lifeguards and FSD's response time for underwater search and rescue at the beaches.

27. Mr LEUNG Kai-yin of Union of Government Amenities Assistants advised that Amenities Assistants deployed to aquatic venues were responsible for venue management and supervision of life-saving and first aid services. Since the number of qualified scuba diving lifeguards deployed for each duty shift was not stipulated in LCSD's guidelines, Amenities Assistants would distribute the duties among lifeguards in accordance with lifeguards' attendance on the day, hence there might be occasions where lifeguards on duty were without scuba diving qualification. Mr Anson TANG of HKGLGU and Mr WU Kai-wing of HKKLGU said that to their understanding, it would take at least 10 to 15 minutes for FSD's diving personnel to arrive and arrange on-site preparation before they could perform underwater search and rescue. Besides, LCSD had not arranged any joint rescue drills of lifeguards with FSD.

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28. DD(LS) stressed that every aquatic venue was equipped with lifesaving and scuba diving equipment. Under urgent circumstances, LCSD's lifeguards would immediately arrive at the scene with adequate equipment to perform rescue operations. Trained and qualified lifeguards would carry out emergency underwater search using scuba diving equipment under the supervision and instruction of senior lifeguards before the arrival of FSD's diving personnel. Currently there were about 400 LCSD's lifeguards with scuba diving qualification.

29. Mrs Regina IP enquired whether LCSD would consider reviewing its lifeguard manpower, in particular that LCSD might have to extend the service period of aquatic venues each year in the future due to global warming. Dr CHIANG Lai-wan shared Mrs IP's view and asked what measures would be taken by LCSD to ensure that there were sufficient lifeguards to protect the safety of swimmers. Mr POON Siu-ping and Ms CHAN Hoi-yan expressed concern about the long-standing problem of recruitment difficulties of NCSC seasonal lifeguards leading to service suspension of some aquatic venues. Mr CHU Hoi-dick enquired how LCSD would address the manpower problem.

30. DD(LS) stated that LCSD regularly reviewed its lifeguard manpower in accordance with the actual operational and service needs of the aquatic venues. LCSD would launch a pilot scheme in 2019 to form a regional-based "special support team" to respond to unforeseen manpower shortages at public swimming pools and gazetted beaches.

31. In response to Dr CHIANG Lai-wan, Mr WU Kai-wing of HKKLGU said that managers/officers-in-charge of the aquatic venues were not required to possess knowledge and experience in life-saving and first aid skills. Dr CHIANG was worried that the managers/officers-in-charge might not fully understand the work of lifeguards, which might affect the effective communication between the management and lifeguards. Mr POON Siu-ping and Ms CHAN Hoi-yan shared Dr CHIANG's view and considered that the above situation would create management difficulties in LCSD.

32. Mr Jeremy TAM considered that with a view to facilitating the operation of the aquatic venues and enhancing the efficiency of the delivery of lifesaving and lifeguard services, senior lifeguards should be allowed to be promoted to Amenities Assistants III to manage the aquatic venues, or the Administration should assign Amenities Assistants III with life-saving and first aid working experience to manage the aquatic venues. DD(LS) explained that according to the established mechanism, officers

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in the Amenities Assistant Grade would be deployed to various venues to accumulate working and management experience in different types of LCSD's venues. Deputy Secretary for the Civil Service 2 ("DSCS2") supplemented that Mr TAM's idea of promoting senior lifeguards to Amenities Assistants III would change the grade structure of the Senior Artisan (Swimming Pool and Beach) and Amenities Assistant grades. The Administration was requested to provide a written response to Mr TAM's latter suggestion after the meeting.

(Post-meeting note: The Administration's written response was circulated to members vide LC Paper No. CB(4)835/18-19(01) on 3 May 2019.)

GSR for LCSD's lifeguards

33. With a view to addressing the concerns raised by members and the deputations, Mrs Regina IP, Dr Elizabeth QUAT, Mr POON Siu-ping, Mr Charles Peter MOK and Ms CHAN Hoi-yan urged the Administration to conduct a GSR for LCSD's lifeguards. Dr CHIANG Lai-wan also suggested creating new ranks of civil service lifeguards to enhance their promotion prospects.

34. DSCS2 and DD(LS) advised that lifeguards and senior lifeguards in the civil service currently belonged to the Artisan grade and Senior Artisan grade respectively. The Government's civil service pay policy was to offer sufficient remuneration to attract, retain and motivate staff of suitable calibre to provide the public with an effective and efficient service; and to maintain broad comparability between civil service and private sector pay. To this end, the Administration conducted regular pay surveys to ascertain whether civil service pay and private sector pay were broadly comparable. GSRs would only be considered when individual non-directorate civilian civil service grades had proven and persistent recruitment and retention difficulties which could not be resolved through the regular pay surveys conducted under the Improved Civil Service Pay Adjustment Mechanism; or had fundamental changes in the job nature, job complexity and level of responsibilities. DSCS2 added that since posts and jobs comparable with civil service lifeguards could be found in the private sector during the conduct of the six-yearly Pay Level Survey, and that civil service lifeguards did not meet either one of the above criteria for GSR, the Administration did not consider it justified to conduct a GSR for LCSD's civil service lifeguards at the moment.

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35. Mr FUNG Chuen-chung of Hong Kong Civil Servants General Union informed the meeting that although the Administration claimed that there were no proven and persistent recruitment and retention difficulties for civil service lifeguards, the shortage of NCSC seasonal lifeguards would still result in temporary closure of the aquatic venues as the ratio of duty civil service lifeguards and duty NCSC seasonal lifeguards was set at 1:1.

36. Mr Charles Peter MOK and Dr Elizabeth QUAT were dissatisfied that the Administration was too bureaucratic and turned a blind eye to the operation difficulties encountered by LCSD's lifeguards. Mr MOK and Mr POON Siu-ping suggested the Administration reviewing the policy and criteria of implementing GSRs for individual non-directorate civilian civil service grades and conducting a GSR for LCSD's lifeguards accordingly.

37. SCS assured members that the Civil Service Bureau would, having regard to the concerns raised by members and the deputations in relation to the manpower situation, training, equipment and allowance of LCSD's lifeguards etc., communicate with LCSD to examine whether there were sufficient justifications for the conduct of a GSR for LCSD's civil service lifeguards in accordance with the existing criteria for GSR, or come up with any necessary measures to address the concerns.

38. At the request of Mr HO Kai-ming, the Administration undertook to provide a written response on whether LCSD would conduct a study on the need for a GSR for civil service lifeguards.

(Post-meeting note: The Administration's written response was circulated to members vide LC Paper No. CB(4)835/18-19(01) on 3 May 2019.)

Motions proposed by members

39. The Chairman referred members to the two motions put forward by Mr Jeremy TAM and the amendment motion put forth by Dr CHIANG Lai-wan to the second motion moved by Mr Jeremy TAM. The Chairman ruled that the motions and amendment motion were directly related to the agenda item. Members agreed that the motions and amendment motion should be proceeded with at the meeting. The wording of the motions and amendment motion in accordance with the order of their receipt by the Legislative Council Secretariat were as follows:

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The first motion moved by Mr Jeremy TAM

"為保障使用泳灘的公眾及當值救生員的安全，本會要求政府：(1)將「水肺潛水拯救」加入救生員的入職訓練項目，及為在職救生員提供「水肺潛水拯救」訓練。(2)訂立徒手潛水及水肺潛水任務的詳細標準指引(包括標準任務程序及裝備使用、更換及保養指引)。"

(Translation)

"To ensure the safety of beach users and lifeguards on duty, this Panel requests the Government to (1) include "scuba diving rescue" in the induction training courses of lifeguards and provide "scuba diving rescue" training for in-service lifeguards; (2) formulate detailed standards and guidelines for carrying out skin diving and scuba diving rescue duties, including standard procedures for carrying out such duties and guidelines on the use, replacement and maintenance of relevant equipment."

The second motion moved by Mr Jeremy TAM

"為改善公務員救生員待遇及晉升階梯，以及更有效地管理康文署水上活動中心、泳池及泳灘，本會要求政府研究可否讓高級技工(泳池及泳灘)晉升至管理水上活動中心、泳池或泳灘的三級康樂助理員。"

(Translation)

To improve the remuneration packages and promotion pathways of civil service lifeguards and the effectiveness of the management of water sports centres, swimming pools and beaches under the Leisure and Cultural Services Department, this Panel requests the Government to study whether Senior Artisans (Swimming Pool and Beach) can be promoted to Amenities Assistants III with responsibility for managing water sports centres, swimming pools or beaches.

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Amendment motion moved by Dr CHIANG Lai-wan to the second motion moved by Mr Jeremy TAM

"為改善公務員救生員待遇及晉升階梯，以及更有效地管理康文署水上活動中心、泳池及泳灘，本會要求政府研究可否讓高級技工(泳池及泳灘)晉升至管理水上活動中心、泳池或泳灘的三級康樂助理員。**此外，管理公眾游泳場所的職員亦應擁有救生員經驗。**"

(Translation)

"To improve the remuneration packages and promotion pathways of civil service lifeguards and the effectiveness of the management of water sports centres, swimming pools and beaches under the Leisure and Cultural Services Department, this Panel requests the Government to study whether Senior Artisans (Swimming Pool and Beach) can be promoted to Amenities Assistants III with responsibility for managing water sports centres, swimming pools or beaches. **Furthermore, staff responsible for managing public swimming venues should have experience as lifeguards.**"

(Note: The amendment is marked in bold type)

40. The Chairman put the first motion moved by Mr Jeremy TAM to vote. All members present voted for the motion, no member voted against it and no member abstained from voting. The Chairman declared that the motion was carried.

41. The Chairman then put to vote Mr Jeremy TAM's second motion as amended. Eight members present voted for the motion, no member voted against it and three members abstained from voting. The Chairman declared that the motion was carried.

(At 12:27 pm, the Chairman left the meeting and the Deputy Chairman took the chair.)

42. The Administration was requested to provide a written response to the motions passed at the meeting.

Action

(Post-meeting note: The Administration's response to the motions were circulated to members vide LC Paper No. CB(4)835/18-19(01) on 3 May 2019.)

IV. Update on extension of the service of civil servants

(LC Paper No. CB(4)521/18-19(05) -- Administration's paper on the update on extension of the service of civil servants

LC Paper No. CB(4)521/18-19(06) -- Paper on the update on extension of the service of civil servants prepared by the Legislative Council Secretariat (updated background brief)

43. In view of time constraint, members agreed to carry over this item to the next regular meeting.

(Post-meeting note: Notice and agenda of next regular meeting were issued to members vide LC Paper No. CB(4)566/18-19 issued on 21 February 2019.)

V. Any other business

44. There being no other business, the meeting ended at 12:43 pm.

Council Business Division 4
Legislative Council Secretariat
15 May 2019

Panel on Public Service

Meeting on Monday, 18 February 2019, at 10:30 am

Agenda item III - Issues relating to the lifeguards of the Leisure and Cultural Services Department

Summary of views and concerns expressed by deputations

No.	Name of deputation	Submission/Major views and concerns
1.	Hong Kong Civil Servants General Union	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)523/18-19(01) (Chinese version only)
2.	Hong Kong Government Lifeguards General Union	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)535/18-19(01) (Chinese version only)
3.	Union of Government Amenities Assistants	<ul style="list-style-type: none"> • The shortage of non-civil service contract lifeguards of the Leisure and Cultural Services Department ("LCSD") caused service suspension of public swimming pools/gazetted beaches/water sports centres ("the aquatic venues") and affected the development of sports in Hong Kong. • LCSD's guidelines on the management of aquatic venues and deployment of lifeguards were outdated. Besides, LCSD had not gauged views from the Amenities Assistants who were deployed to supervise the provision of life-saving and first aid services at the aquatic venues when reviewing the guidelines. • With a view to enhancing the training of LCSD's lifeguards, LCSD should communicate with the Amenities Assistants on the focus of and resources required for the programmes as training was also their responsibility.
4.	HKSARG Senior Lifeguard General Union	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)601/18-19(01) (Chinese version only)
5.	Hong Kong and Kowloon Life Guards' Union	<ul style="list-style-type: none"> • Presentation of views as set out in the submission LC Paper No. CB(4)601/18-19(02) (Chinese version only)

Council Business Division 4
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