

政府總部  
公務員事務局  
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**CIVIL SERVICE BUREAU**  
**GOVERNMENT SECRETARIAT**  
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CENTRAL GOVERNMENT OFFICES  
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18 January 2019

Clerk of Panel on Public Service  
Legislative Council  
Legislative Council Complex  
1 Legislative Council Road  
Central  
Hong Kong  
(Attn.: Ms Mina CHAN)

Dear Ms Chan,

Thank you for your letter dated 16 January 2019, attaching a letter from Hon IP Kin-yuen enquiring the use of agency workers in the Education Bureau (EDB). Our reply is as follows.

The number of agency workers used by EDB has fluctuated over the past few years. As at 30 September 2018, EDB used 144 agency workers, the number of which is only about half of the peak at almost 290 in 2009. The breakdown of the scopes of agency workers used by EDB from 2013 to 2018 is at **Annex**.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Katharine Choi', written over a faint circular stamp.

(Miss Katharine CHOI)  
for Secretary for the Civil Service

Encl.

c.c. Hon Gary FAN Kwok-wai  
Chairman, Legislative Council Panel on Public Service

**Use of agency workers by the Education Bureau from 2013 to 2018**

<b>Scope of use</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
(a) To meet urgent or unforeseen service needs or unexpected surge in service demands for the short-term	56	79	59	93	113	134
<i>(a)(i) Clerical and general support</i>	53	73	38	54	47	68
<i>(a)(ii) To support the processing of applications for Registration Certificate for Kindergarten Admission and other kindergarten related tasks</i>	-	-	-	24	32	39
<i>(a)(iii) Executive support / Project co-ordination</i>	3	6	21	12	30	26
<i>(a)(iv) IT support, other education and research work</i>	-	-	-	3	4	1
(b) To meet service needs which entail irregular work patterns or where the nature of the work involved renders it difficult to recruit and retain staff	6	1	0	0	0	0
(c) To fill short-term manpower gap	3	12	11	6	4	10
(d) To provide short-term manpower to deliver services the mode of which will be changed shortly	3	2	0	0	0	0
<b>Total number of agency workers used</b>	<b>68</b>	<b>94</b>	<b>70</b>	<b>99</b>	<b>117</b>	<b>144</b>