

立法會

Legislative Council

LC Paper No. CB(4)256/19-20(04)

Ref: CB4/PL/PS

Panel on Public Service

Meeting on 20 January 2020

Updated background brief on employment of persons with disabilities in the civil service

Purpose

This paper provides background information on the employment of persons with disabilities ("PWDs") in the civil service, and summarizes the major views and concerns expressed by members when the subject was discussed by the Panel on Public Service ("the Panel") at previous meetings.

Background

Policy on employment of PWDs and facilitating measures

2. The Government's policy and related facilitating measures on the employment of PWDs seek to enable candidates with disabilities to compete with able-bodied candidates on equal footing, thereby allowing them, able-bodied or disabled alike, to have equal access to job opportunities in the Government. The facilitating measures being implemented by the Administration for PWDs to apply for civil service posts are as follows:

- (a) candidates with disabilities who meet the basic entry requirements for a post will not be subject to shortlisting criteria, if any. Once candidates with disabilities meet the basic entry requirements, they will be automatically invited to attend selection test/interview;
- (b) where a candidate who has indicated that he/she has a disability is invited to a test/interview, the recruiting bureau/department ("B/D") is required to proactively ascertain from the candidate

any assistance or accommodation needed, and the test/interview process would be suitably adjusted to cater for his/her special needs;

- (c) if a candidate with disability is found suitable by the recruitment board to carry out the duties of certain posts in a specific rank, he/she may be recommended for appointment even though he/she may not be able to perform the full range of duties of every post in the concerned rank due to his/her disability; and
- (d) an appropriate degree of preference may be given to candidates with disabilities found suitable for appointment by placing them ahead of able-bodied candidates whose suitability for appointment is considered comparable to the former.

Assistance provided to PWDs working in the Government

3. The Administration provides on-the-job assistance and reasonable accommodation to PWDs working in the Government, such as modifying the work areas and facilities, providing necessary equipment and making appropriate changes to job design and work schedules. The Civil Service Bureau ("CSB") will continue to provide funding for B/Ds to purchase technical aids for officers with disabilities so as to enable them to perform their duties.

Statistics on PWDs being employed in the civil service

4. The Administration compiles statistics on the number of PWDs being employed in the civil service each year.¹ As at 31 March 2019, 2 881 civil servants are known to have disabilities (excluding persons with colour blindness or defective colour perception), representing about 1.6% of the strength of the civil service.² Numbers of civil servants with disabilities and newly recruited civil servants who declared their disabilities from 2014-2015 to 2018-2019 financial years are set out in **Appendices I to IV** respectively. Number of civil servants known to have disabilities in 2017-2018 is set out in **Appendix V** by B/Ds and by types of disabilities, and numbers of civil servants known to have

¹ There is no mandatory requirement for civil service job applicants and serving officers to declare their disability, if any. The statistics are compiled on the basis of information available to the management of B/Ds (e.g. through requests of applicants during the recruitment process for special arrangements for selection test/interview having regard to their disabilities, or applications from serving officers with disabilities for financial assistance to purchase technical aids to assist in their performance of duties).

² Source: [The Administration's response to the Legislative Council question raised by Hon CHAN Han-pan at the Council meeting on 30 October 2019–Table 1](#)

disabilities leaving the civil service from 2013-2014 to 2017-2018 are set out in **Appendices VI and VII**.

Internship scheme for students with disabilities

5. As a drive to promote the employment of PWDs in the Government and to provide more opportunities for B/Ds to better understand the ability and potential of PWDs, CSB has launched an internship scheme for students with disabilities ("internship scheme") since 2016 for full-time undergraduate students with disabilities studying in local universities and students of the Shine Skills Centre of the Vocational Training Council. Starting from 2018, local subvented and self-financing post-secondary institutions are also invited to participate in the internship scheme, and the Administration has doubled the number of internship places for students with disabilities from an average of 50 per year in the past to 100 per year. As of September 2019, more than 260 students with disabilities had participated in the internship scheme and completed the internship.

Past discussions

6. Major views and concerns expressed by Panel members in previous meetings and the Administration's responses are summarized below.

Measures to promote and facilitate the employment of PWDs in the civil service

7. Members generally considered that the number of PWDs being employed in the civil service had remained at a too low level (less than 2% of the strength of the civil service) over the years, in particular that the figure included some civil servants who became disabled after joining the civil service. They also expressed concerns on the decrease in the number of civil servants who declared their disabilities and the increase in the number of civil servants with disabilities leaving the civil service from 2012-2013 to 2016-2017. To improve the employment of PWDs in the civil service, the Administration was urged to make greater efforts to promote and facilitate the employment of PWDs in the civil service, ascertain the difficulties PWDs faced at work and study the reasons for civil servants with disabilities leaving the civil service.

8. The Administration explained that it was not mandatory for government job applicants and serving civil servants to declare their disabilities, hence the statistics on PWDs in the civil service were known on the basis of information available to B/Ds and could not show the exact number of job applicants and serving officers with disabilities. B/Ds only found out their employees had disabilities when these employees requested assistance, such as technical aids, to enable them to perform their duties. The number of PWDs

joining the civil service might fluctuate each year, depending on the number of posts available and the recruitment situation in a particular year. Regarding the ratio of civil servants who became disabled after joining the civil service, the Administration had not collected the relevant statistics.

9. The Administration also advised that it would continue its efforts in promoting the employment of PWDs in the civil service. Apart from reminding B/Ds of the policy and guidelines on the employment of PWDs when conducting recruitment exercises and the importance of publicizing the facilitating measures implemented by the Administration for PWDs to apply for civil service posts, CSB would work closely with the Labour Department ("LD") to encourage more job seekers with disabilities to apply for government jobs. In collaboration with LD, CSB had published a booklet entitled "Employ People Based on Their Abilities – Application for Government Jobs by Persons with Disabilities", which set out major points to be noted by applicants with disabilities in applying for government jobs and the assistance provided by the Selective Placement Division of LD for job seekers with disabilities. The booklet had been uploaded onto the websites of CSB and the Selective Placement Division, and distributed to social welfare organizations, special schools, etc. to facilitate wider dissemination of the relevant information. Consideration would also be given to other suitable means for disseminating the information, including the suggestion of visiting special schools to apprise students of the government policy and facilitating measures on employment of PWDs.

10. A member considered that the Administration should also look into the success rates of the same/similar posts among different B/Ds, which could provide a comparable and more realistic picture on the employment situation of PWDs in different B/Ds. The Administration replied that the existing practice of comparing the recruitment success rates of different B/Ds still offered a useful reference, such as identifying those B/Ds with greater likelihood to offer suitable civil service posts for PWDs.

11. On the suggestion of setting an annual quota for employing new recruits with disabilities in the Government, the Administration advised that most of the students who participated in the internship scheme reflected that they were not looking for special treatment such as quotas for PWDs but for equal job opportunities. As such, the Administration was focusing its efforts on the provision of facilitating measures for PWDs applying for government jobs and to ensure that those working in the civil service would be considered for promotion on the same basis as others. B/Ds were also encouraged to identify and make good use of the talents of PWDs in performing different tasks.

Disclosure of disability by civil service job applicants

12. Some members enquired whether the Administration's practice of not requiring government job applicants and serving employees to declare their disability status on a mandatory basis was in line with international practices. There was a suggestion that the Administration should explicitly inform all job applicants the facilitating measures provided to PWDs during the recruitment process in order to encourage them to declare their disabilities when they applied for government jobs.

13. The Administration advised that the existing arrangement under which job applicants and serving civil servants with disability could choose to disclose their disability was considered appropriate, as it struck a balance between the need to protect the privacy of individual job applicants and serving officers, and the need of the Administration to monitor the general employment situation of PWDs in the civil service.

Assistance offered to PWDs in the civil service

14. Concerns were raised about whether sufficient office accommodation and barrier-free access were provided to facilitate PWDs in the civil service.

15. The Administration advised that there had been accommodation standards set down for different types of offices and different grades of staff by the Government Property Agency. CSB would communicate with the Government Property Agency with regard to the needs of PWDs at workplace, as well as remind B/Ds to pay attention to how the working environment could be suitably modified to ensure that adequate accommodation was provided for civil servants with disabilities to suit their working needs. B/Ds could apply for funding to procure necessary technical aids and office furniture/equipment to enable them to perform their duties. Special arrangements would also be made to post appointees with disabilities to an office near their place of residence, where possible. The Administration would keep in view the needs of serving civil servants with disabilities and offer assistance as necessary.

Internship scheme for students with disabilities

16. Members generally supported the internship scheme. There were suggestions that application for the internship scheme should be open to all students with disabilities from, instead of referrals by, local universities and Shine, to ensure that all of them had equal opportunities to join the scheme.

17. The Administration has advised that it had expanded the breadth and depth of the internship scheme by increasing the total number of undergraduate student placements. The job contents had also been broadened from

administration duties to more stimulating tasks. The Administration would consider opening up the internship scheme to all undergraduate students with disabilities in the future. With the Government leading by example, the Administration hoped that the internship scheme could encourage other employers, including non-governmental organizations and private enterprises, to provide more opportunities for PWDs by launching similar initiatives.

18. In response to an enquiry about the number of interns who had joined the civil service after participating in the internship scheme, the Administration advised that as internship scheme was launched in 2016, it did not have much information on the employment details of the interns as most of them had not yet graduated from their studies. The Administration would attempt to collect information on their subsequent employment situation after completion of their studies.

Latest development

19. The Administration will brief members on the employment of PWDs in the civil service at the Panel meeting scheduled for 20 January 2020.

Relevant papers

20. A list of the relevant papers is in **Appendix VIII**.

Council Business Division 4
Legislative Council Secretariat
14 January 2020

**Number of persons with disabilities in the civil service from
2014-2015 to 2018-2019 (by bureau/department)**

| Bureau/Department | Year | | | | |
|----------------------------------------------------|------------------|------------------|------------------|------------------|------------------|
| | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 |
| Agriculture, Fisheries and Conservation Department | 219 | 195 | 170 | 160 | 142 |
| Architectural Services Department | 23 | 22 | 20 | 20 | 19 |
| Audit Commission | 1 | 1 | 1 | 1 | 1 |
| Auxiliary Medical Service | 1 | 1 | 1 | 1 | 1 |
| Buildings Department | 13 | 12 | 12 | 12 | 10 |
| Census and Statistics Department | 18 | 17 | 17 | 17 | 17 |
| Civil Aid Service | 3 | 2 | 2 | 2 | 2 |
| Civil Aviation Department | 7 | 5 | 5 | 4 | 5 |
| Civil Engineering and Development Department | 39 | 36 | 41 | 41 | 44 |
| Companies Registry | 19 | 21 | 21 | 20 | 17 |
| Correctional Services Department | 234 | 224 | 209 | 211 | 196 |
| Customs and Excise Department | 47 | 36 | 50 | 48 | 59 |
| Department of Health | 74 | 77 | 73 | 75 | 74 |
| Department of Justice | 13 | 11 | 11 | 13 | 17 |
| Drainage Services Department | 95 | 96 | 95 | 79 | 80 |
| Electrical and Mechanical Services Department | 67 | 65 | 62 | 60 | 54 |
| Environmental Protection Department | 5 | 6 | 6 | 7 | 12 |
| Fire Services Department | 30 | 40 | 34 | 33 | 36 |
| Food and Environmental Hygiene Department | 188 | 186 | 172 | 140 | 136 |

| Bureau/Department | Year | | | | |
|--------------------------------------------------------------------------------------------------------------------------|------------------|------------------|------------------|------------------|------------------|
| | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 |
| Government Laboratory | 4 | 3 | 2 | 1 | 1 |
| Government Logistics Department | 20 | 23 | 23 | 23 | 24 |
| Government Property Agency | 2 | 2 | 2 | 3 | 3 |
| Government Secretariat ("G.S.") : Offices of the Chief Secretary for Administration and the Financial Secretary | 7 | 8 | 7 | 9 | 7 |
| G.S. : Civil Service Bureau | 14 | 13 | 15 | 12 | 13 |
| G.S. : Commerce and Economic Development Bureau | 12 | 2 | 2 | 3 | 2 |
| G.S. : Constitutional and Mainland Affairs Bureau | 2 | 2 | 1 | 1 | 1 |
| G.S. : Development Bureau | 1 | 1 | 2 | 2 | 2 |
| G.S. : Education Bureau | 52 | 56 | 51 | 47 | 63 |
| G.S. : Environment Bureau | 1 | 1 | 1 | 1 | 0 |
| G.S. : Financial Services and the Treasury Bureau | 1 | 1 | 1 | 1 | 1 |
| G.S.: Food and Health Bureau | 0 | 0 | 0 | 1 | 1 |
| G.S. : Home Affairs Bureau | 2 | 3 | 2 | 2 | 2 |
| G.S. : Innovation and Technology Bureau | - | 12 | 15 | 16 | 20 |
| G.S. : Labour and Welfare Bureau | 3 | 3 | 4 | 4 | 3 |
| G.S. : Security Bureau | 2 | 1 | 2 | 2 | 2 |
| G.S. : Transport and Housing Bureau | 1 | 1 | 1 | 1 | 1 |
| Highways Department | 70 | 71 | 63 | 61 | 64 |
| Home Affairs Department | 53 | 56 | 58 | 57 | 54 |
| Hong Kong Observatory | 1 | 1 | 2 | 3 | 3 |
| Hong Kong Police Force | 676 | 628 | 565 | 516 | 490 |

| Bureau/Department | Year | | | | |
|------------------------------------------|------------------|------------------|------------------|------------------|------------------|
| | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 |
| Hospital Authority | 30 | 27 | 21 | 20 | 12 |
| Housing Department | 100 | 105 | 103 | 100 | 107 |
| Immigration Department | 221 | 212 | 200 | 200 | 197 |
| Information Services Department | 1 | 2 | 2 | 2 | 3 |
| Inland Revenue Department | 99 | 102 | 102 | 98 | 91 |
| Intellectual Property Department | 2 | 2 | 2 | 2 | 3 |
| Invest Hong Kong | 1 | 1 | 1 | 1 | 1 |
| Judiciary | 32 | 33 | 31 | 30 | 31 |
| Labour Department | 60 | 65 | 69 | 64 | 62 |
| Land Registry | 20 | 21 | 21 | 18 | 22 |
| Lands Department | 57 | 56 | 55 | 57 | 60 |
| Legal Aid Department | 7 | 8 | 7 | 7 | 7 |
| Leisure and Cultural Services Department | 267 | 255 | 247 | 246 | 232 |
| Marine Department | 27 | 24 | 23 | 19 | 18 |
| Office of the Communications Authority | 7 | 10 | 10 | 12 | 13 |
| Official Receiver's Office | 5 | 5 | 4 | 4 | 3 |
| Planning Department | 2 | 2 | 3 | 5 | 5 |
| Post Office | 100 | 100 | 95 | 87 | 84 |
| Public Service Commission | 1 | 0 | 0 | 1 | 1 |
| Radio Television Hong Kong | 3 | 2 | 1 | 1 | 2 |
| Rating and Valuation Department | 20 | 18 | 21 | 21 | 20 |
| Registration and Electoral Office | 2 | 4 | 4 | 3 | 2 |
| Social Welfare Department | 126 | 123 | 131 | 126 | 124 |

| Bureau/Department | Year | | | | |
|----------------------------------------------------------------------------------------------------------|------------------|------------------|------------------|------------------|------------------|
| | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 |
| Trade and Industry Department | 10 | 9 | 10 | 10 | 10 |
| Transport Department | 25 | 28 | 27 | 25 | 28 |
| Treasury | 8 | 9 | 9 | 8 | 8 |
| University Grants Committee | 0 | 1 | 1 | 0 | 0 |
| Water Supplies Department | 58 | 54 | 51 | 47 | 40 |
| Working Family and Student Financial Assistance Agency (formerly Student Financial Assistance Agency) | 8 | 11 | 15 | 18 | 16 |
| Total number of civil servants with disabilities | 3 319 | 3 230 | 3 087 | 2 942 | 2 881 |

(Source: [*The Administration's response to the Legislative Council question raised by Hon SHIU Ka-chun at the Council meeting on 9 January 2019 –Table 7*](#) and [*the Administration's response to the Legislative Council question raised by Hon CHAN Han-pan at the Council meeting on 30 October 2019–Table 2*](#))

**Number of persons with disabilities in the civil service from
2014-2015 to 2018-2019
(by types of disability)**

| Type of Disability | Year | | | | |
|---------------------------------------------------------------------------------|----------------|----------------|----------------|----------------|----------------|
| | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 |
| Visual impairment | 412 | 389 | 374 | 355 | 337 |
| Hearing impairment | 352 | 378 | 375 | 391 | 398 |
| Physical disability | 1 626 | 1 530 | 1 418 | 1 301 | 1 209 |
| Intellectual disability | 15 | 15 | 15 | 15 | 16 |
| Previous mental illness | 352 | 356 | 347 | 341 | 356 |
| Visceral disability | 544 | 544 | 537 | 518 | 544 |
| Others, e.g. autism, speech impairment and specific learning difficulties | 18 | 18 | 21 | 21 | 21 |
| Number of civil servants with disabilities | 3 319 | 3 230 | 3 087 | 2 942 | 2 881 |
| Strength of civil service | 163 645 | 166 150 | 167 671 | 171 458 | 174 902 |
| Percentage | 2.0% | 1.9% | 1.8% | 1.7% | 1.6% |

(Source: [*The Administration's response to the Legislative Council question raised by Hon SHIU Ka-chun at the Council meeting on 9 January 2019–Table 6*](#) and [*the Administration's response to the Legislative Council question raised by Hon CHAN Han-pan at the Council meeting on 30 October 2019–Table 1*](#))

Appendix III

Number of new recruits in the civil service who declared their disabilities during the recruitment process from 2014-2015 to 2018-2019 (by types of disability)

| Type of Disability | Year | | | | |
|---------------------------------------------------------------------------|--------------|--------------|--------------|---------------|---------------|
| | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 |
| Visual impairment | 11 | 10 | 6 | 8 | 11 |
| Hearing impairment | 20 | 37 | 14 | 24 | 17 |
| Physical disability | 7 | 11 | 8 | 9 | 13 |
| Intellectual disability | 1 | 0 | 1 | 1 | 2 |
| Previous mental illness | 2 | 11 | 4 | 9 | 6 |
| Visceral disability | 15 | 13 | 14 | 22 | 41 |
| Others, e.g. autism, speech impairment and specific learning difficulties | 2 | 1 | 2 | 1 | 0 |
| Number of new recruits with disabilities in the civil service | 58 | 83 | 49 | 74 | 90 |
| Total number of new recruits in the civil service | 7 717 | 9 854 | 8 947 | 12 041 | 11 698 |
| Percentage | 0.8% | 0.8% | 0.5% | 0.6% | 0.8% |

(Source: [*The Administration's response to the Legislative Council question raised by Hon SHIU Ka-chun at the Council meeting on 9 January 2019 –Table 8*](#) and [*the Administration's response to the Legislative Council question raised by Hon CHAN Han-pan at the Council meeting on 30 October 2019–Table 3*](#))

Appendix IV

Number of new recruits in the civil service who declared their disabilities during the recruitment process from 2014-2015 to 2018-2019 (by bureau/department)

| Bureau/Department | Year | | | | |
|--------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|
| | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 |
| Buildings Department | 6 | 1 | 0 | 0 | 0 |
| Census and Statistics Department | 1 | 0 | 0 | 0 | 0 |
| Civil Aviation Department | 1 | 0 | 0 | 0 | 1 |
| Civil Engineering and Development Department | 1 | 1 | 2 | 0 | 5 |
| Customs and Excise Department | 0 | 0 | 0 | 0 | 1 |
| Department of Health | 3 | 9 | 2 | 11 | 7 |
| Department of Justice | 0 | 1 | 1 | 2 | 3 |
| Drainage Services Department | 0 | 1 | 0 | 3 | 4 |
| Electrical and Mechanical Services Department | 2 | 1 | 0 | 2 | 0 |
| Environmental Protection Department | 0 | 1 | 0 | 0 | 1 |
| Fire Services Department | 0 | 0 | 1 | 0 | 3 |
| Food and Environmental Hygiene Department | 11 | 4 | 5 | 4 | 8 |
| Government Logistics Department | 1 | 1 | 1 | 5 | 2 |
| Government Property Agency | 0 | 0 | 0 | 1 | 0 |
| Government Secretariat ("G.S.") : Offices of the Chief Secretary for Administration and the Financial Secretary | 2 | 0 | 0 | 0 | 0 |
| G.S. : Civil Service Bureau | 0 | 0 | 1 | 0 | 1 |
| G.S. : Education Bureau | 1 | 11 | 1 | 2 | 16 |

| Bureau/Department | Year | | | | |
|------------------------------------------|------------------|------------------|------------------|------------------|------------------|
| | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 |
| G.S. : Environment Bureau | 0 | 0 | 1 | 0 | 0 |
| G.S. : Innovation and Technology Bureau | - | 0 | 1 | 0 | 1 |
| G.S. : Labour and Welfare Bureau | 0 | 0 | 1 | 0 | 0 |
| G.S. : Security Bureau | 0 | 0 | 1 | 0 | 0 |
| Home Affairs Department | 1 | 1 | 2 | 0 | 1 |
| Hong Kong Observatory | 1 | 0 | 1 | 0 | 0 |
| Hong Kong Police Force | 0 | 0 | 0 | 5 | 5 |
| Housing Department | 3 | 4 | 2 | 3 | 6 |
| Immigration Department | 0 | 3 | 0 | 0 | 0 |
| Inland Revenue Department | 3 | 8 | 2 | 3 | 1 |
| Intellectual Property Department | 0 | 0 | 0 | 0 | 1 |
| Judiciary | 0 | 2 | 3 | 1 | 0 |
| Labour Department | 0 | 1 | 2 | 0 | 0 |
| Land Registry | 0 | 1 | 0 | 0 | 0 |
| Lands Department | 1 | 1 | 0 | 3 | 3 |
| Legal Aid Department | 1 | 1 | 0 | 1 | 0 |
| Leisure and Cultural Services Department | 12 | 19 | 4 | 19 | 7 |
| Marine Department | 0 | 1 | 0 | 0 | 1 |
| Post Office | 3 | 5 | 4 | 2 | 5 |
| Rating and Valuation Department | 0 | 0 | 0 | 2 | 0 |
| Registration and Electoral Office | 0 | 1 | 0 | 0 | 0 |
| Social Welfare Department | 3 | 3 | 10 | 4 | 5 |

| Bureau/Department | Year | | | | |
|-------------------------------------------------------------------------------------------------------|------------------|------------------|------------------|------------------|------------------|
| | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 |
| Trade and Industry Department | 1 | 0 | 0 | 0 | 0 |
| Transport Department | 0 | 0 | 1 | 0 | 1 |
| Treasury | 0 | 0 | 0 | 0 | 0 |
| Water Supplies Department | 0 | 0 | 0 | 0 | 1 |
| Working Family and Student Financial Assistance Agency (formerly Student Financial Assistance Agency) | 0 | 1 | 0 | 1 | 0 |
| Number of new recruits with disabilities in the civil service | 58 | 83 | 49 | 74 | 90 |

(Source: [*The Administration's response to the Legislative Council question raised by Hon SHIU Ka-chun at the Council meeting on 9 January 2019 –Table 9*](#) and [*the Administration's response to the Legislative Council question raised by Hon CHAN Han-pan at the Council meeting on 30 October 2019–Table 4*](#))

Appendix V

Number of civil servants known to have disabilities in 2017-2018 (by types of disability and by bureau/department)

| Bureau/ Department | Visual impairment | Hearing impairment | Physical disability | Intellectual disability | Ex-mentally ill persons | Visceral disability | Others, e.g. autism, speech impairment, specific learning difficulties, etc. |
|-------------------------------------------------------------|------------------------------|-------------------------------|--------------------------------|------------------------------------|------------------------------------|--------------------------------|---------------------------------------------------------------------------------------------------------|
| Agriculture, Fisheries and Conservation Department | 2 | 3 | 152 | 0 | 2 | 1 | 0 |
| Architectural Services Department | 5 | 2 | 10 | 0 | 1 | 1 | 1 |
| Audit Commission | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Auxiliary Medical Service | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Buildings Department | 3 | 3 | 3 | 0 | 1 | 2 | 0 |
| Census and Statistics Department | 1 | 8 | 6 | 0 | 0 | 2 | 0 |
| Civil Aid Service | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| Civil Aviation Department | 1 | 2 | 0 | 0 | 0 | 0 | 1 |
| Civil Engineering and Development Department | 13 | 3 | 7 | 0 | 3 | 15 | 0 |
| Companies Registry | 3 | 3 | 8 | 0 | 2 | 3 | 1 |
| Correctional Services Department | 9 | 8 | 42 | 0 | 50 | 101 | 1 |
| Customs and Excise Department | 0 | 0 | 11 | 0 | 9 | 27 | 1 |
| Department of Health | 9 | 18 | 20 | 1 | 10 | 17 | 0 |
| Department of Justice | 3 | 2 | 4 | 0 | 1 | 3 | 0 |

| Bureau/ Department | Visual impairment | Hearing impairment | Physical disability | Intellectual disability | Ex-mentally ill persons | Visceral disability | Others, e.g. autism, speech impairment, specific learning difficulties, etc. |
|--------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-------------------------------|--------------------------------|------------------------------------|------------------------------------|--------------------------------|---------------------------------------------------------------------------------------------------------|
| Drainage Services Department | 12 | 3 | 54 | 0 | 3 | 7 | 0 |
| Electrical and Mechanical Services Department | 11 | 9 | 35 | 0 | 0 | 5 | 0 |
| Environmental Protection Department | 1 | 2 | 3 | 0 | 0 | 0 | 1 |
| Fire Services Department | 1 | 1 | 6 | 0 | 1 | 23 | 1 |
| Food and Environmental Hygiene Department | 28 | 31 | 37 | 7 | 16 | 21 | 0 |
| Government Laboratory | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Government Logistics Department | 2 | 7 | 9 | 0 | 1 | 3 | 1 |
| Government Property Agency | 0 | 1 | 2 | 0 | 0 | 0 | 0 |
| Government Secretariat ("G.S.") : Offices of the Chief Secretary for Administration and the Financial Secretary | 3 | 2 | 2 | 0 | 1 | 1 | 0 |
| G.S. : Civil Service Bureau | 3 | 4 | 4 | 0 | 1 | 0 | 0 |
| G.S. : Commerce and Economic Development Bureau | 0 | 1 | 1 | 0 | 0 | 1 | 0 |
| G.S. : Constitutional and Mainland Affairs Bureau | 0 | 0 | 1 | 0 | 0 | 0 | 0 |

| Bureau/ Department | Visual impairment | Hearing impairment | Physical disability | Intellectual disability | Ex-mentally ill persons | Visceral disability | Others, e.g. autism, speech impairment, specific learning difficulties, etc. |
|---------------------------------------------------------|------------------------------|-------------------------------|--------------------------------|------------------------------------|------------------------------------|--------------------------------|---------------------------------------------------------------------------------------------------------|
| G.S. : Development Bureau | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| G.S. : Education Bureau | 7 | 22 | 16 | 0 | 0 | 2 | 0 |
| G.S. : Environment Bureau | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| G.S. : Financial Services and the Treasury Bureau | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| G.S. : Food and Health Bureau | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| G.S. : Home Affairs Bureau | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| G.S. : Innovation and Technology Bureau | 3 | 4 | 6 | 0 | 1 | 2 | 0 |
| G.S. : Labour and Welfare Bureau | 0 | 1 | 2 | 0 | 0 | 1 | 0 |
| G.S. : Security Bureau | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| G.S. : Transport and Housing Bureau | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Highways Department | 4 | 2 | 18 | 0 | 16 | 21 | 0 |
| Home Affairs Department | 6 | 6 | 30 | 0 | 8 | 6 | 1 |
| Hong Kong Observatory | 1 | 1 | 0 | 0 | 0 | 1 | 0 |
| Hong Kong Police Force | 39 | 32 | 271 | 2 | 74 | 96 | 2 |
| Hospital Authority | 3 | 1 | 15 | 0 | 1 | 0 | 0 |
| Housing Department | 22 | 18 | 28 | 2 | 3 | 27 | 0 |
| Immigration Department | 5 | 5 | 178 | 0 | 8 | 4 | 0 |

| Bureau/ Department | Visual impairment | Hearing impairment | Physical disability | Intellectual disability | Ex-mentally ill persons | Visceral disability | Others, e.g. autism, speech impairment, specific learning difficulties, etc. |
|------------------------------------------|------------------------------|-------------------------------|--------------------------------|------------------------------------|------------------------------------|--------------------------------|---------------------------------------------------------------------------------------------------------|
| Information Services Department | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Inland Revenue Department | 11 | 26 | 29 | 0 | 15 | 12 | 5 |
| Intellectual Property Department | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| Invest Hong Kong | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Judiciary | 7 | 6 | 11 | 0 | 6 | 0 | 0 |
| Labour Department | 4 | 10 | 15 | 0 | 31 | 4 | 0 |
| Land Registry | 0 | 6 | 3 | 0 | 5 | 4 | 0 |
| Lands Department | 13 | 18 | 18 | 0 | 3 | 4 | 1 |
| Legal Aid Department | 0 | 2 | 3 | 0 | 1 | 1 | 0 |
| Leisure and Cultural Services Department | 40 | 42 | 89 | 2 | 35 | 37 | 1 |
| Marine Department | 2 | 1 | 8 | 0 | 2 | 6 | 0 |
| Office of the Communications Authority | 0 | 0 | 3 | 0 | 4 | 5 | 0 |
| Official Receiver's Office | 0 | 2 | 1 | 0 | 1 | 0 | 0 |
| Planning Department | 0 | 1 | 1 | 0 | 1 | 1 | 1 |
| Post Office | 14 | 26 | 29 | 0 | 7 | 10 | 1 |
| Public Service Commission | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Radio Television Hong Kong | 0 | 1 | 0 | 0 | 0 | 0 | 0 |

| Bureau/ Department | Visual impairment | Hearing impairment | Physical disability | Intellectual disability | Ex-mentally ill persons | Visceral disability | Others, e.g. autism, speech impairment, specific learning difficulties, etc. |
|--------------------------------------------------------------------|------------------------------|-------------------------------|--------------------------------|------------------------------------|------------------------------------|--------------------------------|---------------------------------------------------------------------------------------------------------|
| Rating and Valuation Department | 1 | 3 | 8 | 0 | 5 | 4 | 0 |
| Registration and Electoral Office | 0 | 0 | 3 | 0 | 0 | 0 | 0 |
| Social Welfare Department | 40 | 22 | 39 | 1 | 6 | 17 | 1 |
| Trade and Industry Department | 1 | 4 | 4 | 0 | 0 | 1 | 0 |
| Transport Department | 0 | 2 | 20 | 0 | 1 | 2 | 0 |
| Treasury | 1 | 1 | 4 | 0 | 2 | 0 | 0 |
| Water Supplies Department | 10 | 5 | 19 | 0 | 2 | 11 | 0 |
| Working Family and Student Financial Assistance Agency | 3 | 3 | 8 | 0 | 0 | 4 | 0 |
| Number of civil servants with disabilities | 355 | 391 | 1 301 | 15 | 341 | 518 | 21 |
| Total number of civil servants with disabilities | 2 942 | | | | | | |
| Strength of civil service | 171 458 | | | | | | |
| Percentage | 1.7% | | | | | | |

(Source: [*Examination of Estimates of Expenditure 2019-2020 by the Finance Committee - Reply Serial No. CSB005– Table 3*](#))

Appendix VI

**Number of civil servants known to have disabilities
leaving the civil service^{Note}
from 2013-2014 to 2017-2018 (by types of disability)
(Numbers in bracket are retirement cases)**

| Type of Disability | Year | | | | |
|---------------------------------------------------------------------------|------------------|------------------|------------------|------------------|------------------|
| | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 |
| Visual impairment | 32 (29) | 43 (41) | 38 (37) | 27 (27) | 31 (28) |
| Hearing impairment | 18 (17) | 13 (10) | 19 (15) | 22 (19) | 16 (12) |
| Physical disability | 103 (93) | 122 (112) | 136 (123) | 141 (137) | 159 (143) |
| Intellectual disability | 1 (1) | 3 (2) | 0 (0) | 1 (1) | 1 (1) |
| Previous mental illness | 23 (21) | 26 (21) | 26 (23) | 31 (30) | 34 (32) |
| Visceral disability | 37 (26) | 52 (35) | 62 (45) | 61 (57) | 66 (56) |
| Others, e.g. autism, speech impairment and specific learning difficulties | 2 (2) | 0 (0) | 1 (1) | 0 (0) | 1 (1) |
| Total | 216 (189) | 259 (221) | 282 (244) | 283 (271) | 308 (273) |

Note: Including retirement, resignation, completion of agreement and decease, etc.

(Source: [*Examination of Estimates of Expenditure 2019-2020 by the Finance Committee - Reply Serial No. CSB073– Table 6*](#))

Appendix VII

Number of civil servants known to have disabilities leaving the civil service^{Note} from 2013-2014 to 2017-2018 (by bureau/department)

| Bureau/Department | Year | | | | |
|----------------------------------------------------|-----------|-----------|-----------|-----------|-----------|
| | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 |
| Agriculture, Fisheries and Conservation Department | 19 | 21 | 25 | 28 | 24 |
| Architectural Services Department | 0 | 2 | 0 | 1 | 2 |
| Audit Commission | 0 | 1 | 0 | 0 | 0 |
| Buildings Department | 0 | 2 | 1 | 0 | 1 |
| Census and Statistics Department | 0 | 1 | 1 | 0 | 0 |
| Civil Aid Service | 1 | 1 | 1 | 0 | 0 |
| Civil Aviation Department | 0 | 1 | 2 | 0 | 1 |
| Civil Engineering and Development Department | 0 | 1 | 2 | 1 | 0 |
| Companies Registry | 0 | 0 | 0 | 2 | 1 |
| Correctional Services Department | 11 | 22 | 33 | 26 | 27 |
| Customs and Excise Department | 4 | 3 | 10 | 3 | 4 |
| Department of Health | 4 | 6 | 5 | 5 | 11 |
| Department of Justice | 0 | 1 | 2 | 2 | 0 |
| Drainage Services Department | 10 | 9 | 10 | 6 | 16 |
| Electrical and Mechanical Services Department | 3 | 5 | 3 | 4 | 4 |
| Environmental Protection Department | 1 | 0 | 1 | 0 | 0 |
| Fire Services Department | 1 | 5 | 2 | 7 | 1 |
| Food and Environmental Hygiene Department | 20 | 22 | 19 | 31 | 38 |
| Government Laboratory | 0 | 0 | 1 | 1 | 1 |

| Bureau/Department | Year | | | | |
|--------------------------------------------------------------------------------------------------------------------------|------------------|------------------|------------------|------------------|------------------|
| | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 |
| Government Logistics Department | 2 | 1 | 0 | 1 | 4 |
| Government Secretariat ("G.S.") : Offices of the Chief Secretary for Administration and the Financial Secretary | 0 | 1 | 0 | 1 | 0 |
| G.S. : Civil Service Bureau | 2 | 0 | 1 | 0 | 0 |
| G.S. : Commerce and Economic Development Bureau | 1 | 1 | 0 | 0 | 0 |
| G.S. : Development Bureau | 0 | 1 | 0 | 0 | 0 |
| G.S. : Education Bureau | 9 | 7 | 6 | 6 | 4 |
| G.S. : Environment Bureau | 0 | 0 | 0 | 1 | 0 |
| G.S. : Innovation and Technology Bureau | - | - | 0 | 1 | 1 |
| Highways Department | 5 | 7 | 8 | 10 | 6 |
| Home Affairs Department | 3 | 2 | 3 | 3 | 3 |
| Hong Kong Observatory | 0 | 1 | 1 | 0 | 0 |
| Hong Kong Police Force | 53 | 51 | 63 | 55 | 58 |
| Hospital Authority | 3 | 4 | 3 | 6 | 1 |
| Housing Department | 2 | 7 | 5 | 5 | 5 |
| Immigration Department | 6 | 8 | 12 | 15 | 10 |
| Inland Revenue Department | 3 | 4 | 4 | 1 | 6 |
| Judiciary | 0 | 0 | 2 | 6 | 2 |
| Labour Department | 3 | 3 | 0 | 3 | 5 |
| Land Registry | 0 | 2 | 1 | 1 | 4 |
| Lands Department | 2 | 1 | 1 | 1 | 2 |
| Legal Aid Department | 0 | 1 | 0 | 1 | 1 |

| Bureau/Department | Year | | | | |
|-------------------------------------------------------------------------------------------------------|------------------|------------------|------------------|------------------|------------------|
| | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 |
| Leisure and Cultural Services Department | 25 | 22 | 31 | 24 | 26 |
| Marine Department | 3 | 4 | 3 | 2 | 4 |
| Office of the Communications Authority | 0 | 3 | 0 | 1 | 2 |
| Official Receiver's Office | 1 | 0 | 0 | 1 | 0 |
| Planning Department | 1 | 1 | 1 | 0 | 0 |
| Post Office | 3 | 3 | 4 | 9 | 10 |
| Public Service Commission | 0 | 0 | 1 | 0 | 0 |
| Radio Television Hong Kong | 1 | 0 | 1 | 1 | 0 |
| Rating and Valuation Department | 3 | 3 | 1 | 1 | 3 |
| Social Welfare Department | 7 | 8 | 7 | 4 | 10 |
| Trade and Industry Department | 0 | 0 | 1 | 0 | 0 |
| Transport Department | 0 | 1 | 0 | 3 | 4 |
| Treasury | 1 | 2 | 0 | 0 | 1 |
| Water Supplies Department | 3 | 6 | 4 | 3 | 5 |
| Working Family and Student Financial Assistance Agency (formerly Student Financial Assistance Agency) | 0 | 1 | 0 | 0 | 0 |
| Total | 216 | 259 | 282 | 283 | 308 |

Note: Including retirement, resignation, completion of agreement and decease, etc.

(Source: [*Examination of Estimates of Expenditure 2019-2020 by the Finance Committee - Reply Serial No. CSB073– Table 7*](#))

Employment of persons with disabilities in the civil service

List of relevant papers

| Meeting | Date of meeting | Paper |
|----------------------------|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Panel on Public Service | 20.6.2016 | Administration's paper Updated background brief prepared by the Legislative Council Secretariat Minutes |
| | 19.6.2017 | Administration's paper Updated background brief prepared by the Legislative Council Secretariat Minutes Administration's follow-up response to issues raised at the Panel meeting |
| | 15.6.2018 | Administration's paper Updated background brief prepared by the Legislative Council Secretariat Minutes |
| | 21.6.2019 | Administration's paper Updated background brief prepared by the Legislative Council Secretariat Minutes |

| Meeting | Date of meeting | Paper |
|-------------------|-----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Council Meeting | 9.1.2019 | <u>Question raised by Hon SHIU Ka-chun on the measures to assist persons with disabilities in securing employment</u> |
| | 23.1.2019 | <u>Question raised by Hon LEUNG Che-cheung on employment of persons with disabilities</u> |
| | 30.10.2019 | <u>Question raised by Hon CHAN Han-pan on Employment of persons with disabilities by Government</u> |
| Finance Committee | 8.4.2019 | <u>Controlling Officer's Reply (Reply Serial No. CSB005)</u> <u>Controlling Officer's Reply (Reply Serial No. CSB026)</u> <u>Controlling Officer's Reply (Reply Serial No. CSB030)</u> <u>Controlling Officer's Reply (Reply Serial No. CSB073)</u> <u>Controlling Officer's Reply (Reply Serial No. CSB088)</u> |