

# 立法會 *Legislative Council*

LC Paper No. CB(4)699/19-20(04)

Ref: CB4/PL/PS

## **Panel on Public Service**

**Meeting on 19 June 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 persons with disabilities 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 persons with disabilities 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 persons with disabilities being employed in the civil service

4. The Administration compiles statistics on the number of PWDs being employed in the civil service each year.<sup>1</sup> 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.<sup>2</sup> 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

---

<sup>1</sup> 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).

<sup>2</sup> 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.

#### Employment situation of persons with disabilities 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 and the percentage was 1.6% in 2018-2019) over the years, in particular that the figure included some civil servants who became disabled after joining the civil service. They also expressed grave concern about the decreasing trend 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 in the past few years.

8. The Administration explained that it was not mandatory for government job applicants and serving civil servants to declare their disabilities, the figures obtained were the lowest figures known to the Administration. The statistics on PWDs in the civil service were known on the basis of information available to B/Ds, such as through applicants' voluntary declaration, requests made during the recruitment process for special arrangements for selection interview/test having regard to their disabilities, or applications from serving officers with disabilities for financial assistance to purchase 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 and wastage situation in individual B/Ds, as well as whether the job types of the vacancies were suitable for PWDs.

9. Regarding the question about the reasons for PWDs leaving the civil service, the Administration advised that retirement was the primary reason, while other reasons, such as resignation, completion of agreement and death, only accounted for a small proportion of wastage.

#### Measures to facilitate the employment of persons with disabilities in the civil service

10. Members cast doubt on the effectiveness of the measures implemented by the Administration in facilitating 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 and ascertain the difficulties PWDs faced at work.

11. The Administration advised that CSB would remind B/Ds of the policy and guidelines on the employment of PWDs when conducting recruitment exercises. With a view to exploring whether there was room for enhancement in the recruitment arrangements to facilitate the employment of PWDs, CSB would also send representatives to attend selection tests/interviews of those B/Ds with recruitment exercises that attracted a larger number of applicants with disabilities. Besides, CSB had been working closely with the Labour Department ("LD") to promote civil service recruitment exercises and 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 PWDs 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 and special schools etc. 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.

12. On the suggestion of setting an annual quota for employing PWDs in the Government, the Administration considered that it might create a labelling effect on PWDs and would not be conducive to their integration to the workplace. Appointment to the civil service was based on the principle of open and fair competition. All applicants in an open recruitment exercise were assessed on the basis of their character, ability and performance, having regard to the stipulated entry requirements set according to the job requirements. It was the Administration's policy to ensure that PWDs, like other applicants, could

enjoy equal opportunities in applying for government jobs by putting in place appropriate measures to facilitate their participation in the recruitment process, and give them an appropriate degree of preference for appointment.

#### Disclosure of disability by civil service job applicants

13. 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.

14. 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 persons with disabilities in the civil service

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

16. 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

17. 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 the

Shine Skills Centre of the Vocational Training Council, to ensure that all of them had equal opportunities to join the scheme.

18. 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.

19. With a view to evaluating the effectiveness of the internship scheme in facilitating the employment of PWDs, there was suggestion that the Administration should follow up on the employment status of interns, in particular the number who had joined the civil service after participating in the internship scheme. The Administration advised that at least three alumni of the scheme had joined the civil service as Administration Officers/Executive Officers.

### **Latest development**

20. The Panel will receive views from the public on the subject at the Panel meeting scheduled for 19 June 2020.

### **Relevant papers**

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

**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



<b>Bureau/Department</b>	<b>Year</b>				
	<b>2014-2015</b>	<b>2015-2016</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>
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
<b>Total number of civil servants with disabilities</b>	<b>3 319</b>	<b>3 230</b>	<b>3 087</b>	<b>2 942</b>	<b>2 881</b>

(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
<b>Number of civil servants with disabilities</b>	<b>3 319</b>	<b>3 230</b>	<b>3 087</b>	<b>2 942</b>	<b>2 881</b>
<b>Strength of civil service</b>	<b>163 645</b>	<b>166 150</b>	<b>167 671</b>	<b>171 458</b>	<b>174 902</b>
<b>Percentage</b>	<b>2.0%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>1.7%</b>	<b>1.6%</b>

(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
<b>Number of new recruits with disabilities in the civil service</b>	<b>58</b>	<b>83</b>	<b>49</b>	<b>74</b>	<b>90</b>
<b>Total number of new recruits in the civil service</b>	<b>7 717</b>	<b>9 854</b>	<b>8 947</b>	<b>12 041</b>	<b>11 698</b>
<b>Percentage</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.5%</b>	<b>0.6%</b>	<b>0.8%</b>

(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

<b>Bureau/Department</b>	<b>Year</b>				
	<b>2014-2015</b>	<b>2015-2016</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>
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
<b>Number of new recruits with disabilities in the civil service</b>	<b>58</b>	<b>83</b>	<b>49</b>	<b>74</b>	<b>90</b>

(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



<b>Bureau/ Department</b>	<b>Visual impairment</b>	<b>Hearing impairment</b>	<b>Physical disability</b>	<b>Intellectual disability</b>	<b>Ex-mentally ill persons</b>	<b>Visceral disability</b>	<b>Others, e.g. autism, speech impairment, specific learning difficulties, etc.</b>
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

<b>Bureau/ Department</b>	<b>Visual impairment</b>	<b>Hearing impairment</b>	<b>Physical disability</b>	<b>Intellectual disability</b>	<b>Ex-mentally ill persons</b>	<b>Visceral disability</b>	<b>Others, e.g. autism, speech impairment, specific learning difficulties, etc.</b>
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

<b>Bureau/ Department</b>	<b>Visual impairment</b>	<b>Hearing impairment</b>	<b>Physical disability</b>	<b>Intellectual disability</b>	<b>Ex-mentally ill persons</b>	<b>Visceral disability</b>	<b>Others, e.g. autism, speech impairment, specific learning difficulties, etc.</b>
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

<b>Bureau/ Department</b>	<b>Visual impairment</b>	<b>Hearing impairment</b>	<b>Physical disability</b>	<b>Intellectual disability</b>	<b>Ex-mentally ill persons</b>	<b>Visceral disability</b>	<b>Others, e.g. autism, speech impairment, specific learning difficulties, etc.</b>
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
<b>Number of civil servants with disabilities</b>	<b>355</b>	<b>391</b>	<b>1 301</b>	<b>15</b>	<b>341</b>	<b>518</b>	<b>21</b>
<b>Total number of civil servants with disabilities</b>	<b>2 942</b>						
<b>Strength of civil service</b>	<b>171 458</b>						
<b>Percentage</b>	<b>1.7%</b>						

(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<sup>Note</sup>  
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)
<b>Total</b>	<b>216 (189)</b>	<b>259 (221)</b>	<b>282 (244)</b>	<b>283 (271)</b>	<b>308 (273)</b>

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<sup>Note</sup> 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
<b>Total</b>	<b>216</b>	<b>259</b>	<b>282</b>	<b>283</b>	<b>308</b>

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	<a href="#">Administration's paper</a>  <a href="#">Updated background brief prepared by the Legislative Council Secretariat</a>  <a href="#">Minutes</a>
	19.6.2017	<a href="#">Administration's paper</a>  <a href="#">Updated background brief prepared by the Legislative Council Secretariat</a>  <a href="#">Minutes</a>  <a href="#">Administration's follow-up response to issues raised at the Panel meeting</a>
	15.6.2018	<a href="#">Administration's paper</a>  <a href="#">Updated background brief prepared by the Legislative Council Secretariat</a>  <a href="#">Minutes</a>
	21.6.2019	<a href="#">Administration's paper</a>  <a href="#">Updated background brief prepared by the Legislative Council Secretariat</a>  <a href="#">Minutes</a>

Meeting	Date of meeting	Paper
	20.1.2020	<a href="#">Administration's paper</a>  <a href="#">Updated background brief prepared by the Legislative Council Secretariat</a>  <a href="#">Minutes</a>
Council Meeting	9.1.2019	<a href="#">Question raised by Hon SHIU Ka-chun on the measures to assist persons with disabilities in securing employment</a>
	23.1.2019	<a href="#">Question raised by Hon LEUNG Che-cheung on employment of persons with disabilities</a>
	30.10.2019	<a href="#">Question raised by Hon CHAN Han-pan on employment of persons with disabilities by Government</a>
Finance Committee	8.4.2019	<a href="#">Controlling Officer's Reply (Reply Serial No. CSB005)</a>  <a href="#">Controlling Officer's Reply (Reply Serial No. CSB026)</a>  <a href="#">Controlling Officer's Reply (Reply Serial No. CSB030)</a>  <a href="#">Controlling Officer's Reply (Reply Serial No. CSB073)</a>  <a href="#">Controlling Officer's Reply (Reply Serial No. CSB088)</a>