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### Replies to supplementary questions raised by Finance Committee Members in examining the Estimates of Expenditure 2021-22

Director of Bureau : Secretary for Civil Service

Session No. : 1

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**CONTROLLING OFFICER'S REPLY**

**S-CSB01**

**(Question Serial No. S002)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Mrs Ingrid YEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

Regarding Reply Serial No. CSB036, for those government employees who have contracted the Coronavirus Disease 2019, is the Government aware of their treatment progress and how many of them have resumed duty? How many government employees have been vaccinated at so far; and what measures have been put in place to encourage more government employees to get vaccinated under the COVID-19 Vaccination Programme?

Asked by: Hon KWOK Wai-keung

Reply:

Since mid July 2020, the Civil Service Bureau (CSB) has requested Bureaux/Departments (B/Ds) to report the number of confirmed cases of Coronavirus Disease 2019 (COVID-19) involving government employees. We understand that those government employees contracted COVID-19 have received treatment but we do not have the details of their treatment or the subsequent arrangements on their resumption of duty.

Since the vaccines are delivered by the vaccine suppliers to Hong Kong in batches on a monthly basis, the Government has, having regard to the recommendations of the Scientific Committee on Vaccine Preventable Diseases and the Scientific Committee on Emerging and Zoonotic Diseases, identified priority groups for vaccination under the COVID-19 Vaccination Programme and also expanded the scope of the priority groups in an orderly manner taking into account the supply of vaccines and the progress of the vaccination programme. As no exclusive groups have been designated for “civil servants” or “government employees” under the vaccination programme, this Bureau does not have the information on the number of government employees who have got vaccinated.

To enhance public willingness to get vaccinated against COVID-19, the Government has been carrying out publicity through different channels (including the thematic website, TV/radio interviews, TV and radio announcements, posters and leaflets, etc.) and disseminating the correct messages in a timely manner. Principal officials and Heads of Departments have already led by example in getting vaccinated to encourage the public and government employees to get vaccinated. The Government has also sent internal emails

and newsletters to its employees on the arrangements for the vaccination programme. Upon commencement of vaccination programme, the CSB invited B/Ds to devise facilitative measures to release government employees to get vaccinated during duty hours; the Secretary for the Civil Service also wrote to all civil servants on 25 February and 27 April separately, calling upon them to get vaccinated as soon as possible; some B/Ds and their management teams have also followed suit and encouraged their colleagues via internal communication to get vaccinated. If government employees need to be absent from duty after vaccination, they can apply for leave (e.g. vacation leave for rest or sick leave if feeling unwell) through established procedures as appropriate. The CSB has reminded B/Ds to be compassionate when handling leave applications in this regard.

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**CONTROLLING OFFICER'S REPLY**

**S-CSB02**

**(Question Serial No. S003)**

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Mrs Ingrid YEUNG)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding Reply Serial No. CSB035 on the implementation of the pilot scheme relating to the Civil Service Chinese Medicine Clinics (CSCMCs), the overall utilisation rates of the two CSCMCs are both over 90%, which shows the keen demand of Civil Service Eligible Persons (CSEPs) for the services. In this connection, is the Government aware of the average waiting times of new and revisit cases; what is the progress of the relevant review and when is it expected to complete; and is there any plan to increase the number of CSCMCs and regularise the services as soon as possible?

Asked by: Hon KWOK Wai-keung

Reply:

The utilisation rates of the Pilot Scheme on Civil Service Chinese Medicine Clinics (the Pilot Scheme) have been over 90% since service launch on 2 March 2020. We have not maintained information on the average waiting time for appointments of the said service.

We have commenced a review of the Pilot Scheme in the first quarter of 2021, which includes summarising the operational experience of the CSCMCs; analysing the service demand of CSEPs; collecting feedback from the service providers from operational point of view; and collecting opinions from the users of the Pilot Scheme by way of questionnaires. The review will be completed within this year, and our target is to increase the service capacity with a view to enhancing the civil service medical benefits.

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**CONTROLLING OFFICER'S REPLY**

**S-CSB03**

**(Question Serial No. S005)**

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Mrs Ingrid YEUNG)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding Reply Serial No. CSB033 on the implementation of paternity leave, the Government has been providing five-day paternity leave to eligible government employees for almost 10 years, does the Government have any plan to provide additional funding and conduct a comprehensive survey on its implementation, including collecting civil servants' views on the current paternity leave and statistics on the implementation of five-day paternity leave arrangement in subvented organisations etc., as well as reviewing the suitability of the current number of days of paternity leave?

Asked by: Hon KWOK Wai-keung

Reply:

Since its implementation, the paternity leave arrangement for government employees has been operating smoothly with positive feedback. We will continue to monitor the implementation of the arrangement, listen to the views of employees and review the details as necessary. Our guiding principle is to strike an appropriate balance between the provision of the family-friendly initiative of paternity leave for government employees on the one hand and the prudent use of public funds on the other. The provision of paternity leave for employees of subvented organisations is subject to the regulation of relevant legislation. The Government does not maintain statistics on the implementation of five-day paternity leave arrangement in subvented organisations.

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**CONTROLLING OFFICER'S REPLY**

**S-CSB04**

**(Question Serial No. S006)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Mrs Ingrid YEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

With reference to Reply Serial No. CSB038 regarding the employment situation of the civil service, in the past 3 years, although the overall wastage of civil servants was decreasing, civil servants leaving the service by resignation were on the increase on a yearly basis, and the figures were particularly noticeable among the age cohorts from that below 20 to that below 40. Has the Government examined the reason(s) behind? On another front, over 6 000 civil servants are retiring every year, in such a state of increase-decrease imbalance, how many government posts and job types are already showing succession problems that affect service quality; and what are the Government's plans for boosting the civil service morale in 2021-22?

Asked by: Hon KWOK Wai-keung

Reply:

In respect of the figures of civil servants leaving the Government by resignation, most of the resignees were probationers. The numbers of civil servants who resigned before the end of the probationary period in the past three years from 2017-18 to 2019-20 were 864, 975 and 988 respectively, accounting for 64.8%, 67.6% and 62.9% of staff resignation of the year concerned. It is understandable that probationers, who are at the initial stage of their civil service career, would leave the service during their probationary period if they find it unsuitable to develop a long-term career in the Government.

To ensure timely availability of the required manpower, the Civil Service Bureau has reminded bureaux/departments (B/Ds) and Heads of Grade (HoGs) from time to time to take early actions to formulate manpower plans. We also keep track of the recruitment and succession status of civil service grades through different channels, and assist B/Ds in putting in place suitable measures to expedite the recruitment process. Moreover, B/Ds will continue to provide suitable training and support to staff to enhance recruitment efficiency.

In parallel, to facilitate succession planning and retention of civil servants who have reached retirement age and possess valuable expertise/experience, B/Ds and HoGs may, in

the light of actual circumstances, make use of various flexible measures, including the Post-retirement Service Contract Scheme, final extension of service and further employment for a longer duration than final extension of service, for employing serving civil servants who have reached retirement age or retired civil servants to meet operational needs.

The Government strives to maintain and enhance the morale of the civil service, and encourage B/Ds to fully use various commendation schemes (e.g. the Secretary for the Civil Service's Commendation Award Scheme) and organise their own award schemes to recognise and motivate staff of exemplary performance.

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**CONTROLLING OFFICER'S REPLY**

**S-CSB05**

**(Question Serial No. S001)**

Head: (143) Government Secretariat: Civil Service Bureau  
Subhead (No. & title): (-) Not Specified  
Programme: (2) Human Resource Management  
Controlling Officer: Permanent Secretary for the Civil Service (Mrs Ingrid YEUNG)  
Director of Bureau: Secretary for the Civil Service

Question:

According to the information provided in Reply Serial No. CSB061, as at end February 2021, around 31 000 jobs have already been created under the Job Creation Scheme, among which around 18 000 jobs have been filled while the recruitment of the remaining around 13 000 jobs is underway or will commence shortly. In this connection, will the Government provide the following information:

1. the expected completion time of the recruitment of the above 31 000 jobs;
2. the number of jobs that have been filled with a breakdown by the name of hiring organisation, post, job category, employment mode and pay level; and
3. the expected completion time of working out the details for creating the additional 30 000 time-limited jobs?

Asked by: Hon LUK Chung-hung

Reply:

1. The financial impact of the Job Creation Scheme will be absorbed by the Anti-epidemic Fund, which does not form part of the Appropriation Bill or the estimates on the General Revenue Account. As at end March 2021, around 31 000 jobs have been created under the Job Creation Scheme. Among them, over 20 000 jobs have been filled while the recruitment of the remaining 11 000 jobs is in progress or will commence shortly. The Civil Service Bureau will continue to coordinate with other relevant bureaux and departments (B/Ds) with a view to expediting the implementation progress of the Scheme and having all 31 000 jobs filled by the end of 2021 or before.
2. Among the over 20 000 already filled jobs, they include 4 300 technical and non-skilled workers, 2 400 cleansing and relevant supporting staff, 1 600 staff providing administrative, executive and clerical support and 840 staff for carrying out Coronavirus Disease 2019 related duties in government sector. In respect of non-governmental sector, it includes 2 000 jobs related to financial services industry or

financial technology and 380 staff working in environmental protection industry. According to the information provided by B/Ds, the monthly pay of around 60% of filled jobs range from \$10,000 to \$20,000, and the monthly pay of around 40% of jobs are at \$20,000 or above.

3. In view of the impact of the epidemic and the persistently high unemployment rate, the Government plans to create an additional 30 000 time-limited jobs. Relevant government departments will liaise with the non-governmental organisations or relevant associations under their purview to formulate details of the additional jobs which will be announced in due course.

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**CONTROLLING OFFICER'S REPLY**

**S-CSB06**

**(Question Serial No. S004)**

Head: (37) Department of Health

Subhead (No. & title): (-) Not Specified

Programme: (7) Medical and Dental Treatment for Civil Servants

Controlling Officer: Director of Health (Dr. Constance CHAN)

Director of Bureau: Secretary for the Civil Service

Question:

It has been learnt from Reply Serial No. CSB100 regarding civil servants' dental services that civil service eligible persons had to wait as long as a year if not more for dental services even before the outbreak of Coronavirus Disease 2019. According to the information provided by the Bureau in the reply, all service sessions of government dental clinics have utilisation rates of almost 100%. With the deployment of staff in Dental Services for frontline quarantine duties by the Department of Health resulting in a reduced number of available service sessions, the waiting time of government employees for dental services will be further extended. While anti-epidemic work is important, it is an employer's duty to provide employees' benefits. Has the Government addressed the situation and how will it tackle the chronic under-provision of dental service?

Asked by: Hon KWOK Wai-keung

Reply:

To reduce the waiting time of civil service eligible persons (CSEPs), the Department of Health (DH) has since 2008-09 been allocating additional resources to improve general and specialised dental services, including the setting up, in phases, of 91 general dental surgeries, 3 periodontal surgeries, 7 prosthodontic surgeries, 6 orthodontic surgeries and 4 oral & maxillofacial surgeries. In recent years, DH has also created Dental Hygienist posts for enhanced provision of oral cleansing treatment and oral care education for CSEPs.

Service adjustments were made for dental clinics in 2020 in view of Coronavirus Disease 2019. Following gradual service resumption since September 2020, regular dental check-ups have also been resumed since January 2021. To arrange for soonest possible dental treatment for CSEPs, DH has been enhancing the service capacity of the dental clinics by means of increasing the number of clinics with extended service hours and extending the services to Saturdays.

We will keep a close watch on CSEPs' needs for dental services and explore suitable and feasible options to further enhance their dental benefits. Such options include the setting up of new dental surgeries, renewal of dental equipment and procurement of

advanced dental equipment, as well as pairing up of dental clinics with longer waiting times and those with shorter waiting times with a view to shortening the waiting times of CSEPs.

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