

**立法會**  
**Legislative Council**

LC Paper No. CB(4)1685/20-21  
(These minutes have been seen  
by the Administration)

Ref : CB4/PL/PS

**Panel on Public Service**

**Minutes of meeting held on  
Monday, 23 August 2021, at 10:45 am  
in Conference Room 2 of the Legislative Council Complex**

- Members present** : Hon KWOK Wai-keung, JP (Chairman)  
Hon POON Siu-ping, BBS, MH (Deputy Chairman)  
Hon Steven HO Chun-yin, BBS, JP  
Hon LEUNG Che-cheung, SBS, MH, JP  
Hon Elizabeth QUAT, BBS, JP  
Hon Martin LIAO Cheung-kong, GBS, JP  
Dr Hon CHIANG Lai-wan, SBS, JP  
Hon SHIU Ka-fai, JP  
Dr Hon Pierre CHAN  
Hon CHAN Chun-ying, JP  
Hon LUK Chung-hung, JP  
Hon Tony TSE Wai-chuen, BBS, JP
- Members absent** : Hon Jeffrey LAM Kin-fung, GBS, JP  
Hon Mrs Regina IP LAU Suk-ye, GBM, GBS, JP
- Public officers attending** : **Agenda item III**  
  
Mr Patrick NIP, JP  
Secretary for the Civil Service  
  
Mrs Ingrid YEUNG, JP  
Permanent Secretary for the Civil Service

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Mr Gary POON, JP  
Deputy Secretary for the Civil Service 3

Ms Betsy LAI  
Principal Assistant Secretary for the Civil Service  
(Training and Development)

Dr Cissy CHOI  
Head (Primary Healthcare Office)  
Food and Health Bureau

Mr Frank WONG, JP  
Project Director 1  
Architectural Services Department

Mr LAM Kwai-sang  
Chief Project Manager 103  
Architectural Services Department

Ms Barbara CHU  
Assistant Director (Planning and Development)  
Social Welfare Department

Ms Agnes HO  
Chief Social Work Officer  
(Rehabilitation and Medical Social Services) 3  
Social Welfare Department

Mr Patrick HO  
Assistant Commissioner/Urban  
Transport Department

Mr Gary WONG  
Chief Traffic Engineer/Kowloon  
Transport Department

**Agenda item IV**

Miss Ann CHAN  
Deputy Secretary for the Civil Service 2

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Miss Linda LEUNG  
Principal Assistant Secretary for the Civil Service  
(Manpower)

Mr Vincent LIU, JP  
Director of Leisure and Cultural Services

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

Mr Horman CHAN  
Assistant Director of Leisure and Cultural Services  
(Leisure Services)1

**Clerk in attendance** : Ms Wendy JAN  
Chief Council Secretary (4)1

**Staff in attendance** : Ms Maggie CHUNG  
Senior Council Secretary (4)1

Ms Peggy CHUNG  
Council Secretary (4)1

Mr Griffin FUNG  
Legislative Assistant (4)9

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**I. Information papers issued since the last regular meeting on 12 July 2021**  
[LC Paper Nos. CB(4)1316/20-21(01) and (02), CB(4)1319/20-21(02) and CB(4)1331/20-21(01)]

Members noted that the following papers had been issued since the last regular meeting of the Panel on Public Service ("the Panel") on 12 July 2021:

- (a) Letter dated 9 July 2021 from Dr Pierre CHAN requesting information on the number of civil servants who had

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received the Coronavirus Disease 2019 ("COVID-19") vaccination;

- (b) Administration's response to the letter dated 9 July 2021 from Dr Pierre CHAN requesting information on the number of civil servants who had received the COVID-19 vaccination;
- (c) Administration's response to the submission from a member of the public regarding the employment of non-civil service contract ("NCSC") staff by the Government; and
- (d) Administration's response to the letter dated 11 June 2021 from Mr LUK Chung-hung regarding the declaration arrangements for government staff appointed on non-civil service terms and extension of the declaration requirement to the employees of government-funded bodies.

2. Referring to the Administration's response mentioned in paragraph 1(b) above, the Chairman said that a relevant union had relayed to him that Hongkong Post was having difficulties in releasing staff to get vaccinated during work hours or take vaccination leave. Secretary for the Civil Service ("SCS") advised that around 88% of civil servants had received their first dose of vaccine. The Civil Service Bureau would keep in view the vaccination progress in the Government and provide bureaux/departments in need with assistance as and when necessary.

**II. Date of next meeting and items for discussion**

[LC Paper Nos. CB(4)1383/20-21(01) and (02)]

3. Members agreed that the next regular meeting of the Panel would be held on 20 September 2021 to discuss the following items proposed by the Administration:

- (a) Update on implementation of the requirement for civil servants and government staff appointed on non-civil service terms to sign declaration; and
- (b) Vaccination of government and key public service sector employees.

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**III. Kwun Tong Composite Development Project**

[LC Paper Nos. CB(4)1383/20-21(03) and (04)]

4. The Chairman reminded members that in accordance with Rule 83A of the Rules of Procedure of the Legislative Council, they should disclose the nature of any direct or indirect pecuniary interests relating to the subject under discussion at the meeting before they spoke on the subject.

5. At the invitation of the Chairman, SCS briefed members on the proposal to upgrade Public Works Programme Item No. 3193GK entitled "Kwun Tong Composite Development Project" ("the KTCD Project") to Category A at an estimated cost of \$4,544.6 million in money-of-the-day prices. Details of the briefing were set out in the Administration's paper (LC Paper No. CB(4)1383/20-21(03)).

6. Members noted that the KTCD Project comprised a high block and a low block. While the high block would provide the long-term accommodation for the Civil Service College ("the College") and some civil service supporting facilities, the low block would provide accommodation for a range of community and welfare facilities. Members further noted that subject to the approval from the Public Works Subcommittee ("PWSC") and the Finance Committee ("FC"), the Administration planned to complete the KTCD Project by phases in around five to six years. Members supported the KTCD Project and its early completion.

Project site area, financial implications and road works

7. In response to the enquiries of Mr Tony TSE and Dr CHIANG Lai-wan, SCS and Deputy Secretary for the Civil Service 3 ("DSCS3") explained that the site for the KTCD Project occupied an area of about 11 000 square meters ("m<sup>2</sup>"). The high and low blocks together would have a total net operational floor area of some 33 000 m<sup>2</sup>, out of which about 16 600 m<sup>2</sup> would be taken up by the College in the high block.

8. As regards Mr LEUNG Che-cheung's enquiry about the financial implications of the KTCD Project, Project Director 1, Architectural Services Department ("PD1") advised that the estimated capital cost of the KTCD Project would be \$4,544.6 million in money-of-the-day prices and \$3,450.7 million in terms of prices as at September 2020. The estimated construction unit cost, represented by the building and building services costs, would be about \$28,000 per m<sup>2</sup> in terms of prices as at September 2020. The unit cost was comparable to that of recent similar projects of the Government. At the requests of Mr LEUNG, Mr CHAN Chun-ying and the Chairman, SCS undertook to provide members of PWSC with a breakdown of the estimated capital cost of the Project.

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9. Noting that one objection had been received upon the gazettal of some proposed road works of the KTCD Project in March 2021, the Deputy Chairman was concerned as to whether the completion schedule of the Project would be affected. SCS advised that the Administration was following the established statutory procedures in handling the objection and the Chief Executive-in-Council would make a final decision on the matter.

Parking spaces

10. Mr Tony TSE, Mr LEUNG Che-cheung and Mr CHAN Chun-ying expressed concern whether the number of parking spaces provided under the KTCD Project was adequate to meet the needs of service users of the various facilities, including the College, Shine Skills Centre ("SSC"), District Health Centre ("DHC") and the Art gallery for artists with disabilities. Mr LEUNG asked whether the Administration had followed the standards stipulated in the latest Hong Kong Planning Standards and Guidelines in determining the number of parking spaces to be provided under the Project.

11. SCS advised that there would be a basement public carpark with about 70 parking spaces and a basement ancillary carpark with about 65 parking spaces/loading and unloading bays. PD1 added that the ancillary carpark would have three loading and unloading bays, 42 parking spaces for staff, visitors and pick-up/drop-off, two lay-bys for coach/taxi and three lay-bys for ambulance, apart from parking spaces for government and operational vehicles. PD1 further explained that there would be two levels of basement carpark in the high block and one level of basement carpark in the low block, and the special geological condition (i.e. the shallow underground rock layer spreading across the site) had posed serious constraints on the size of the proposed basement carparks. The Administration had made general reference to the Hong Kong Planning Standards and Guidelines and taken the special geological condition and other physical constraints of the site into consideration before coming up with the most cost-effective plan for the proposed basement carparks.

12. Permanent Secretary for the Civil Service ("PSCS") pointed out that one of the major components of the KTCD Project was the provision of the long-term accommodation for the College. The majority of civil servants would use public transport to travel to and from the College, similar to the current pattern of civil servants taking part in training programmes at the Civil Service Training and Development Institute ("CSTDI") in North Point. Accordingly, they were not expected to aggravate the road traffic situation in the busy Kwun Tong area.

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13. Mr Tony TSE and Mr CHAN Chun-ying urged the Administration to provide more parking spaces under the KTCD Project. Mr TSE suggested that automated parking systems should be used in the carparks under the KTCD Project with a view to providing more parking spaces. SCS said that the Administration would review if more parking spaces could be provided under the Project. PD1 advised that the Architectural Services Department would work closely with the Transport Department to explore the feasibility of Mr TSE's suggestion.

Pedestrian walkway network to connect the surrounding areas

14. Responding to Dr CHIANG Lai-wan, PD1 advised that there would be covered barrier-free landscaped walkways connecting the composite development with the surrounding areas. The Chairman commended that the proposed pedestrian walkway network connecting the MTR Kwun Tong Station could ease the pedestrian flow between the station and the nearby major facilities.

15. In reply to Mr Tony TSE's enquiry, SCS advised that the proposed elevated landscaped pedestrian deck to the west of the site was outside the scope of the KTCD Project. DSCS3 added that the proposed deck was a project under the Development Bureau and the Civil Engineering and Development Department, and the two would brief members of the Panel on Development on the proposed works (item no. 206TB) at its meeting on 24 August 2021.

16. Mr CHAN Chun-ying asked whether the completion date of the proposed elevated landscaped pedestrian deck would be able to tie in with the completion of the KTCD Project. DSCS3 advised that the proposed works (item no. 206TB) would commence upon obtaining funding approval from FC for target completion in 2026, which would be close to the completion time of the KTCD Project.

17. Mr Tony TSE asked whether the Administration would consider providing pedestrian walkway to connect the facilities provided under the KTCD Project to the Kwun Tong Community Centre as well as Tsui Ping (North) Estate. SCS advised that a provision would be allowed at the north side of the site for connection to any future premises if the Kwun Tung Community Centre was redeveloped.

18. The Chairman asked whether the pedestrian walkway network of the KTCD Project would extend to the adjacent site of the former Kwun Tong Vocational Training Centre. Mr Tony TSE opined that the Administration should consider whether a synergy effect could be achieved when the site was

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redeveloped. SCS advised that the Project would enhance the connectivity between the KTCD site and the vicinity and achieve better synergy.

Public transportation

19. Mr Tony TSE enquired about the temporary traffic arrangements for the existing bus and public light bus termini during the construction stage of the Project. Assistant Commissioner/Urban, Transport Department advised that at present, there were six terminating bus routes and 18 passing bus routes calling at the bus terminus. During the construction stage, some of these bus routes would be accommodated in-situ, but some terminating routes would be diverted to terminate at the Yue Man Square Public Transport Interchange or Tsui Ping Estate, and some passing routes would be diverted to temporary bus stops close to the project site. The public light bus terminus, heavily used by local residents, would be accommodated in-situ near its existing location throughout the construction stage of the Project.

Civil Service College

20. In response to Mr CHAN Chun-ying's enquiries, SCS and PSCS advised that upon commissioning of its future accommodation in Kwun Tong, the College would be equipped with better and more diversified facilities for physical or virtual classroom training, including modern information and communication technology equipment, larger auditoria, more flexible classrooms and training activity rooms, etc. While there were currently only 17 classrooms/lecture rooms (ranging from 60 m<sup>2</sup> to 180 m<sup>2</sup>) in the existing CSTDI, there would be 23 classrooms/executive classrooms/multi-purpose function halls (ranging from 120 m<sup>2</sup> to 300 m<sup>2</sup>) in the new premises.

21. DSCS3 added that, while the College would have more classrooms in its long-term accommodation in Kwun Tong, it would continue to press ahead with efforts to enhance on-line learning by civil servants. In this regard, the Administration had already enhanced the online training resources during the pandemic, and had made it to increase the number of page views of CSTDI's web-based learning portal by 40% in 2020.

22. The Chairman suggested that the Administration should make available information materials on the key areas of training for civil servants to the public for their reference.

Civil service related facilities

23. Responding to the Deputy Chairman's enquiries about the new Families Clinic and Dental Clinic for civil service eligible persons under the



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Project, PSCS advised that the two clinics would be operated by the Department of Health, which currently did not provide Chinese medicine services.

24. Mr LUK Chung-hung asked whether the Civil Service Bureau would consider, upon the commissioning of the new premises of the College, retaining the existing Government Retirees' Resources Centre in Tamar and some of the training facilities of CSTDI in North Point. SCS advised that the existing office accommodation of CSTDI and the Government Retirees' Resources Centre would be subsequently returned to the Government Property Agency for reallocation, but the Government would also consider the possibility of retaining parts of the existing premises of CSTDI in North Point for the long-term operation of the College after completion of the new premises in Kwun Tong. PSCS added that the existing Government Retirees' Resources Centre in Tamar was small in area. It was expected that the new premises of the Centre in Kwun Tong could serve as a hub for retired civil servants to retrieve useful government information.

District Health Centre

25. Mr LEUNG Che-cheung asked whether the completion date of DHC under the KTCD Project would be able to tie in with the Government's plan to enhance district-based primary healthcare. Head (Primary Healthcare Office), Food and Health Bureau advised that the Administration had funded non-governmental organization to set up a smaller interim DHC Express in Kwun Tong, which would be launched by the end of October 2021. The DHC Express would migrate to DHC at a later stage.

Welfare facilities

26. The Deputy Chairman and Dr CHIANG Lai-wan expressed concern about the provision of services and the reprovisioning arrangements of SSC. Assistant Director (Planning and Development), Social Welfare Department advised that the floor area of SSC would be increased by about 20% to 30 % after in-situ reprovisioning, and a training cafe would be added to the existing facilities. SSC currently offered 300 training places, and the number of training places to be offered after its reprovisioning would be further planned by the Vocational Training Council.

27. Chief Social Work Officer (Rehabilitation and Medical Social Services) 3, Social Welfare Department ("CSWO(RM)3") advised that SSC would be temporarily relocated to a renovated vacant school premises at Kowloon Tong. The Vocational Training Council would continue to communicate with its staff members, students and parents to minimize the

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impact arising from the temporary relocation, and the related arrangements had proceeded smoothly.

28. In reply to Mr LUK Chung-hung's enquiries, SCS advised that the Care Professions Training Institute would be a new training facility overseen by the Social Welfare Department. CSWO(RM)3 added that the service targets of the institute were frontline staff in the care industry, including home managers and care workers of residential care homes. The Administration would further review the service scope of the institute at a later stage.

Conclusion

29. The Chairman concluded that members supported the Administration's submission of the proposal to PWSC and FC for consideration.

**IV. Manpower situation of the lifeguards of the Leisure and Cultural Services Department**

[LC Paper Nos. CB(4)1383/20-21(05) to (13), CB(4)980/20-21(01), CB(4)1093/20-21(01), CB(4)1216/20-21(01) and (02) and CB(4)1390/20-21(01)]

30. At the invitation of the Chairman, Director of Leisure and Cultural Services ("DLCS") briefed members on the present opening arrangement, recruitment and manpower situation, human resources policies and management practices concerning public swimming pools, gazette beaches and water sports centres (hereinafter refer to as "the aquatic venues") of the Leisure and Cultural Services Department ("LCSD"), details of which were set out in the Administration's paper (LC Paper No. CB(4) 1383/20-21(05)).

31. Members noted that eight submissions from relevant staff unions/associations had been received on this subject matter.

Entry requirements and training for LCSD's lifeguards

32. Mr CHAN Chun-ying noted with concern that although possessing lifeguard awards issued by the Hong Kong Life Saving Society ("HKLSS") was one of the entry requirements of LCSD's lifeguards, HKLSS only assessed the skin diving skills of lifeguards at a depth of around two metres underwater, while the water depth of some aquatic venues had exceeded two metres. He asked whether LCSD would provide its lifeguards with advance skin diving training to meet the practical operational needs of the aquatic venues.

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33. DLCS replied that LCSD had arranged for newly appointed civil service lifeguards and NCSC lifeguards on long-term employment to complete the course on advanced skills of skin diving rescue and pass a five-metre depth skin diving test, before assuming duties.

34. Noting from the submissions from relevant staff unions/associations that the physical fitness requirements for lifeguards in many overseas places were more stringent than those required of LCSD's lifeguards, Mr LUK Chung-hung and Ms Elizabeth QUAT questioned whether LCSD had set the entry requirements and trade tests of lifeguards at a less demanding level so as to widen the pool of candidates for appointment. Mr LUK, Ms QUAT and the Deputy Chairman were worried as to whether the lifeguard services provided by LCSD could safeguard the safety of swimmers. Mr LUK called on LCSD to raise the entry qualifications and fitness requirements of LCSD's lifeguards in this regard.

35. DLCS stressed that LCSD attached great importance to the safety of swimmers and had consulted HKLSS when formulating the entry requirements and trade tests for LCSD's lifeguards. Deputy Director of Leisure and Cultural Services (Leisure Services) added that all lifeguards employed by LCSD had possessed lifeguard awards issued by HKLSS, which was the only body recognized by the International Life Saving Federation for assessing and awarding lifeguard qualifications in Hong Kong. Applicants for the lifeguard posts of LCSD were also required to pass selection interviews and trade tests (including towing test, swimming test, life-saving and first-aid skill test). In addition, LCSD regularly gauged views from relevant staff unions/associations on the trade test requirements for lifeguards and identified room for improvement.

Remuneration packages of LCSD's lifeguards

36. Mr Martin LIAO asked whether the remuneration for LCSD's seasonal lifeguard (i.e. \$18,560 to \$19,560 per month) was set at a reasonable level and enquired about the pay for lifeguards in the private market. Mr LUK Chung-hung pointed out that the pay scales for lifeguards in the Artisan grade were in general less favourable than those for seasonal lifeguards and other artisan grade staff, which had contravened the Administration's policy that the terms and conditions of service of NCSC staff should be no more favourable than those applicable to civil servants in comparable ranks.

37. DLCS advised that it was the Administration's principle of keeping the pay of seasonal lifeguards broadly comparable with that of their private

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sector counterparts. The remuneration offered by LCSD to seasonal lifeguards was similar to that offered by Ocean Park.

Manpower situation and recruitment of LCSD's lifeguards

38. The Deputy Chairman pointed out that whilst the number of public swimming pools was increasing in the past decade, the total number of LCSD's civil service lifeguards and seasonal lifeguards had decreased from around 2 000 lifeguards in 2016-2017 to about 1 700 lifeguards in 2020-2021. Mr Martin LIAO sought information about the current manpower situation of LCSD's civil service lifeguards and seasonal lifeguards.

39. DLCS advised that LCSD engaged civil service lifeguards and seasonal lifeguards to provide lifeguard services at the aquatic venues under its management. He said that the wastage rate of civil service lifeguards was less than 1%, which was lower than that of civil servants. There were no proven and persistent recruitment difficulties for civil service lifeguards. However, challenge was faced by LCSD in the recruitment of seasonal lifeguards. In addition to the keen competition for seasonal lifeguards between LCSD and the private sector, the recruitment exercises for LCSD's seasonal lifeguards in 2021 were delayed due to the closure of aquatic venues under the COVID-19 pandemic.

40. In reply to Mr CHAN Chun-ying's enquiry, DLCS advised that if all the gazetted beaches and pool facilities (e.g. leisure pools, children's pools, etc.) resumed service, LCSD would be in short of over 100 lifeguards at gazetted beaches and over 200 lifeguards at public swimming pools respectively. The Chairman remarked that the above situation reflected that there were difficulties in recruiting both civil service lifeguards and seasonal lifeguards.

41. The Chairman, Ms Elizabeth QUAT, Mr Martin LIAO and Mr LUK Chung-hung were gravely dissatisfied that the shortage problem of LCSD's lifeguards had remained unresolved for years. The Deputy Chairman, Ms QUAT and Mr LUK raised concern that the problem had seriously affected the services of the aquatic venues. The Chairman, Ms QUAT and Mr LIAO cautioned that there would be keener competition for seasonal lifeguards upon the commissioning of Water World Ocean Park and more private swimming pools.

42. In reply to the Chairman's enquiry about the measures to be adopted by LCSD to attract seasonal lifeguards, DLCS advised that LCSD would adopt a series of measures, for example advancing the recruitment exercises for seasonal lifeguards, subsidizing its seasonal lifeguards to undergo the

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revalidation training and assessments for lifeguard certificates, and collaborating closely with HKLSS to provide more lifesaving training programmes.

43. The Chairman considered it very difficult to recruit seasonal lifeguards as most people aspired for long-term employment. The Administration should employ more civil service lifeguards to address the shortage problem. Mr LEUNG Che-cheung said that many lifeguards wanted to join the civil service for a stable working environment. LCSD should also consider converting all seasonal lifeguards to civil service lifeguards.

44. DLCS and Deputy Director of Leisure and Cultural Services (Leisure Services) pointed out that LCSD had taken various measures to increase the number of civil service lifeguards, and that 196 senior civil service lifeguard/lifeguard posts had been created over the past three financial years. However, if lifeguards were all employed on civil service terms, some of them would be left idle in winter as some of the aquatic venues would be closed during winter. Mr LEUNG Che-cheung and the Chairman opined that LCSD could assign civil service lifeguards non-lifesaving duties, say cleansing work, in winter season. The Chairman further suggested that the Administration should ensure that civil service lifeguards were capable of undertaking full range of duties of their grades.

Grade structure of LCSD's lifeguards

45. Mr LUK Chung-hung and Mr Martin LIAO opined that the work of lifeguards was professional in nature, it was inappropriate to place civil service lifeguards and senior civil service lifeguards under the Artisan grade and Senior Artisan grade respectively. Mr LIAO asked whether the Administration would consider introducing a separate grade for civil service lifeguards in recognition of the professional nature of their work, or allowing senior lifeguards to be promoted to Amenities Assistants to improve the promotion prospects of civil service lifeguards. Mr LUK and the Chairman called on the Administration to provide better career path for LCSD's lifeguards so as to retain high calibre.

46. DLCS replied that the suggestion of promoting lifeguards to Amenities Assistants involved changes in the grade structure of Artisan, Senior Artisan and Amenities Assistant grades. He said that with reference to other grades, generally, if no proven and persistent recruitment difficulties were found, the Administration would not conduct grade structure review ("GSR").

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47. Mr LEUNG Che-cheung, Ms Elizabeth QUAT and Mr LUK Chung-hung called on the Administration to review the structure and composition of LCSD's lifeguards. Mr LUK and Ms QUAT remarked that there were fundamental changes in the job nature and job complexity of LCSD's lifeguards. Mr LUK said that apart from lifesaving duties, LCSD's lifeguards were required to assist in law enforcement, maintenance of order and cleansing work at the aquatic venues and attend to administrative work. Ms QUAT added that LCSD's lifeguards had to use scuba diving equipment to assist in clearance of debris after severe weather conditions so as to resume the service of aquatic venues as early as practicable.

48. DLCS stressed that it was the Administration's policy that GSRs would only be considered for individual non-directorate civilian civil service grades when the grades had proven and persistent recruitment and retention difficulties which could not be resolved through the regular pay surveys under the Improved Civil Service Pay Adjustment Mechanism; or when there were fundamental changes to the job nature, job complexity and level of responsibilities of the grades. As there were no proven and persistent recruitment difficulties for civil service lifeguards, the grade did not meet either one of the above criteria for GSR.

*(At 12:44 pm, the Chairman extended the meeting for fifteen minutes beyond the appointed ending time to allow sufficient time for discussion.)*

Way forward

49. Noting from the Administration's paper that as an interim measure, LCSD was assessing the feasibility for granting job-related allowances to attract and retain its lifeguards, Mr LUK Chung-hung called on LCSD to implement the measure as soon as practicable.

50. In reply to the enquiries raised by the Chairman, the Deputy Chairman and Ms Elizabeth QUAT, DLCS advised that LCSD would conduct a review next year on the effectiveness of the series of measures mentioned in paragraph 15 of the Administration's paper in attracting seasonal lifeguards. If the effectiveness of the measures was not satisfactory, LCSD would consider examining the utilization and service demand of its aquatic venues and reviewing the functions, roles and work patterns of staff (including lifeguards) at aquatic venues. Ms QUAT called on LCSD to closely monitor the implementation of the measures and come up with alternatives if they were found ineffective in alleviating the shortage of LCSD's lifeguards.

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51. At the request of Ms Elizabeth QUAT, DLCS undertook to provide a written response to the views and concerns raised by the relevant staff unions/associations in their submissions by the end of the current Legislative Council session.

*(Post-meeting note: The Administration's response was circulated to members vide LC Paper No. CB(4)1668/20-21(01) on 19 October 2021.)*

Other concerns

52. Mr CHAN Chun-ying sought the number of ethnic minority seasonal lifeguards engaged by LCSD. DLCS replied that LCSD had arranged lifesaving training programmes for ethnic minorities so as to attract them to apply for the posts of seasonal lifeguard, but less than five ethnic minority applicants were willing to join LCSD after training.

53. In response to Mr CHAN Chun-ying's enquiry, DLCS said that over 80% of LCSD staff had received the COVID-19 vaccination. He undertook to provide after the meeting the number of LCSD's lifeguards who had already received the COVID-19 vaccination.

*(Post-meeting note: The Administration's response was issued to members vide LC Paper No. CB(4)1557/20-21(01) on 17 September 2021.)*

**V. Any other business**

54. There being no other business, the meeting ended at 12:59 pm.