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**Legislative Council Panel on Welfare Services
Subcommittee on Promoting Carer-centric Policies**

**Pilot Scheme on
Training for Foreign Domestic Helpers in Elderly Care/
Pilot Scheme on Training for Foreign Domestic Helpers
in Care for Persons with Disabilities**

Purpose

This paper briefs Members of the latest development of the Social Welfare Department (SWD)'s Pilot Scheme on Training for Foreign Domestic Helpers (FDHs) in Elderly Care (Pilot Scheme) and the newly launched Pilot Scheme on Training for FDHs in Care for Persons with Disabilities.

Background

2. FDHs are playing a major role in caring for the elderly persons in a number of families. As announced in the Policy Agenda 2016, the Government would implement a pilot scheme under the Lotteries Fund (LF) to enhance the training for FDHs in taking care of elderly persons as one of the new initiatives to facilitate ageing in place.

3. The Chief Executive mentioned in the 2022 Policy Address that carers played an important role in supporting elderly persons and persons with disabilities to live in the community, and that they deserved more recognition and stronger support. The Government has been progressively rolling out a number of measures from 2023 to enhance support for carers.

Pilot Scheme on Training for FDHs in Elderly Care

4. SWD, in collaboration with the Department of Health (DH) and District Elderly Community Centres (DECCs) operated by non-governmental organisations, has implemented the Pilot Scheme to provide free training since March 2018 to strengthen the skills of FDHs in taking care

of frail elderly persons, so as to enhance the elderly persons' quality of life and support them for ageing in place. The targeted trainees are hired FDHs who are/would be taking care of frail elderly persons.

5. The training mainly covers eight common topics totalling 12 hours in elderly care and care skills, and includes four suggested electives totalling 6.5 hours on caring for elderly persons with dementia and stroke (see **Annex 1** for details). The trainers of the Pilot Scheme include nurses, dieticians, physiotherapists and occupational therapists, etc. The training is conducted in Cantonese or English. Interpretation service in Tagalog, Bahasa Indonesian, and Thai could be arranged in classes when necessary. The training materials are available in Chinese, English, Tagalog, Bahasa Indonesian and Thai.

6. To encourage FDHs' participation, the DECCs would arrange activities, or "centre-based" or "home-based" elder-sitting services for needy elderly persons when the training is being conducted. Attendance certificate would be awarded to FDHs upon completion of training.

The Pilot Scheme Phase I

7. With the allocation from LF, the Pilot Scheme Phase I was implemented from March 2018 to July 2019 by the SWD, the DH and six DECCs in Wan Chai, Kowloon City and Tsuen Wan districts. With trainers from the DH, the Pilot Scheme provided a total of 300 training places. In this Phase, 375 FDHs were recruited, out of which 358 FDHs completed the training.

8. In view of the positive feedback on the Pilot Scheme, the SWD and the DH sought an additional allocation from LF to extend the Pilot Scheme from July 2019 to December 2020 and to cover four additional districts, i.e. Eastern, Kwun Tong, Sha Tin and Tuen Mun, on top of the original three districts. The number of participating DECCs increased to 19, providing 950 additional training places. Owing to the COVID-19 epidemic, the Pilot Scheme was further extended to September 2021. During this extended stage, 1 068 FDHs were recruited, out of which 997 FDHs completed the training.

9. In sum, the Pilot Scheme Phase I recruited 1 443 FDHs, out of which 1 355 FDHs completed the training.

The Pilot Scheme Phase II

10. With the allocation of LF, the SWD, the DH and the 19 DECCs implemented the Pilot Scheme Phase II in the original seven districts continuously from October 2021 to September 2023. A total of 1 368 training places were provided. To further explore the scalability and sustainability of the Scheme, a suitable private training institute was engaged through tender to provide the training in Phase II. Training classes were suspended during the 5th wave of COVID-19 epidemic, and hence the recruitment of FDHs was affected. The Pilot Scheme Phase II recruited 1 144 FDHs, out of which 1 119 FDHs completed the training.

The Pilot Scheme Phase III

11. Through deployment of the SWD's internal resources, the Pilot Scheme Phase III is being implemented for three years from October 2023 to September 2026, which is extended to all 41 DECCs in 18 districts in the territory. The DECCs have the flexibility to arrange trainers on their own, such as deploying professional staff of the agency or engaging external contractors to deliver the training courses. It is expected that 1 230 training places will be offered each year in the Pilot Scheme Phase III, providing a total of 3 690 training places in three years.

Pilot Scheme on Training for FDHs in Care for Persons with Disabilities

12. To strengthen support for persons with disabilities and their carers, starting from October 2023, the SWD, through deployment of the SWD's internal resources, implemented the three-year "Pilot Scheme on Training for FDHs in Care for the Persons with Disabilities", with a view to enhancing the care skills and knowledge of FDHs for persons with disabilities. SWD has entrusted 21 District Support Centres for Persons with Disabilities (DSCs) to provide free-of-charge training for at least 4-hours in three core modules, covering basic care knowledge and skills for persons with disabilities, and training for at least 2-hour in eight elective modules to meet the care needs of different types of persons with disabilities (see **Annex 2** for details). DSCs can deploy the professional staff of service units (including physiotherapists/occupational therapists/social workers/nurses, etc.) to conduct training, coordinate with other related units to provide training or engage external contractors to deliver the training courses. The training is conducted in Cantonese or English, and interpretation service will be provided if necessary.

13. To promote the new Pilot Scheme on Training for FDHs in Care for

Persons with Disabilities, DSCs will print posters/leaflets and publish information on the Pilot Scheme in their quarterly booklets, and contact members who have already employed FDHs to recruit suitable FDHs to join the training. To encourage FDHs' participation in the training, the DSCs will arrange respite/care services or activities for the needy persons with disabilities in parallel when the FDHs are participating in the training. It is expected that about 120 FDHs and persons with disabilities under their care will benefit from the Pilot Scheme each year.

Advice Sought

14. Members are invited to note this paper and provide their views.

**Labour and Welfare Bureau
Social Welfare Department
December 2023**

Annex 1

**Pilot Scheme on Training for Foreign Domestic Helpers in Elderly Care
Subjects Covered in the Core Modules and Elective Modules**

Module		Subject	Trainer	Training Hours
Core Module	A	Assisting elderly persons with feeding and taking medicines	Nurse	1.25
	B	Fall prevention	Nurse	1.25
	C	First aid	Nurse	1.25
	D	Food hygiene and healthy meals arrangement for the elderly	Dietician	1.25
	E	Mental health of elderly persons and detection of warning signs	Nurse	1.25
	F	Bathing and oral care for the elderly	Nurse	1.25
	G	Vital signs observation and skills in measuring blood pressure, body temperature and blood sugar (with practicum)	Nurse	2
	H	Assisting elderly persons with mild mobility impairment in transferring positions (with practicum)	Physiotherapist	2.5
	Total Training Hours on Core Modules:			12
Elective Module	I	Meal arrangements for elderly persons with dementia	Dietician	1.25
	J	Communicating with elderly persons with dementia	Nurse	1.25
	K	Managing behavioural and psychological symptoms of dementia (with practicum)	Occupational Therapist	2
	L	Caring for elderly persons with stroke (with practicum)	Occupational Therapist	2
	Total Training Hours on Elective Modules:			6.5

Annex 2

Pilot Scheme on Training for Foreign Domestic Helpers in Care for Persons with Disabilities Subjects Covered in the Core Modules and Elective Modules

Core Modules (Total training hours: at least 4 hours)		Trainer
(i)	First aid	Nurse or the designated person assigned by recognised organisations (such as Hong Kong Red Cross, Hong Kong St. John Ambulance)
(ii)	Vital signs observation and skills: measuring body temperature, blood pressure, blood sugar etc. (with practicum)	Nurse
(iii)	Assisting persons with disabilities in self-care/personal hygiene	Nurse/Occupational Therapist (OT)/Social Worker
Electives Modules (Total training hours: at least 2 hours)		Trainer
(iv)	Food hygiene and healthy meals arrangement for the persons with disabilities	Nurse/Speech Therapist (ST)/Dietitian
(v)	Fall prevention	Nurse/Physiotherapist (PT)/OT
(vi)	Assisting persons with disabilities in handling medicines	Nurse
(vii)	Assisting persons with disabilities in feeding	Nurse/OT/ST
(viii)	Assisting persons with disabilities with mobility impairment in transferring position (with practicum)	PT/OT
(ix)	Communicating with and managing behaviour the persons with disabilities	Nurse/OT/Clinical Psychologist (CP)/ST/Social Worker
(x)	Assisting persons with disabilities in using rehabilitation equipment	PT/OT
(xi)	Common mental health problem of persons with disabilities and detection of warning signs	Nurse/CP/Social Worker