

**Minutes of the  
Social Welfare Advisory Committee (SWAC) Meeting**

**2 August 2018 (Thursday) at 3:00 p.m.  
Conference Room 4, G/F, Central Government Offices**

**Present**

Mr Vincent LO Wing-sang (Chairman)  
Ms Sylvia CHAN May-kuen  
Dr Crystal CHENG Lai-ling  
Mr CHUGH, Manohar Thakurdas  
Mr Laurence HO Hoi-ming  
Mr Anthony KWAN Wai-ming  
Mr Armstrong LEE Hon-cheung  
Dr Annissa LUI Wai-ling  
Prof Steven NGAI Sek-yum  
Ms Cindy PUN Siu-fung  
Dr Janice TSANG Wing-hang  
Dr Loretta YAM Yin-chun  
Ms Rebecca CHEUNG (Secretary)

**In Attendance**

**Labour and Welfare Bureau (LWB)**

Ms CHANG King-yiu	Permanent Secretary for Labour and Welfare (PSLW)
Miss Leonia TAI	Deputy Secretary for Labour and Welfare (Welfare)1 (DS(W)1)
Mr Johann WONG [For discussion item 1 only]	Deputy Secretary for Labour and Welfare (Welfare)2 (DS(W)2)
Miss Victoria TSE [For discussion item 1 only]	Assistant Secretary (Rehabilitation) (AS(R))
Ms Vivian KO	Principal Assistant Secretary for Labour and Welfare (Welfare)1 (PAS(W)1)
Mr Thor KWAN	Executive Officer (Welfare)1 (EO(W)1)

Social Welfare Department (SWD)

Ms Carol YIP	Director of Social Welfare (DSW)
Ms PANG Kit-ling [For discussion item 2 only]	Assistant Director of Social Welfare (Family & Child Welfare) (AD(FCW))

The University of Hong Kong (HKU) (For discussion item 2 only)

Professor Paul YIP	Chair Professor of Department of Social Work and Social Administration
Dr Frances LAW	Assistant Professor of Department of Social Work and Social Administration
Ms Cynthia XIONG	Project Manager of the Consultant Team

**Absent with apologies**

Dr Gary CHENG Faat-ting  
Dr Roy CHUNG Chi-ping  
Mr IP Wai-ming  
Ms Christina Maisenne LEE  
Mr Laurence LI Lu-jen  
Ms Anthea LO Wing-sze  
Dr Gary NG Ka-wing  
Mr Daryl NG Win-kong  
Ms Amarantha YIP Yun-wan

**Discussion Item 1: 2019-20 Welfare Services Suggestions and  
Priorities**

Members were invited to provide comments on the paper on the 2019-20 Welfare Services Suggestions and Priorities. Members raised the following questions/offered the following comments –

- (a) Whether the Government had any long-term plan to promote gerontechnology with reference to overseas experience and having regard to the specific circumstances of Hong Kong;
- (b) How would cyber youth support teams be integrated in youth services;
- (c) In the light of the three-year pilot scheme to provide social work services for pre-school children and their families, long-term social work manpower planning would be necessary;
- (d) Consideration might be given to provide additional welfare facilities in new Public Rental Housing projects or new development areas;
- (e) The progress of the Special Scheme on Privately Owned Sites for Welfare Uses (Special Scheme);
- (f) The Government could consider integrating the strengths of the Pilot Scheme on On-site Pre-school Rehabilitation Services (Pilot Scheme) and the Integrated Programme in Kindergarten-cum-Child Care Centre for the benefits of children in need;
- (g) Enhanced manpower planning and improved remuneration packages were proposed with a view to retaining social workers in the welfare sector;
- (h) Consideration might be given to providing staff quarters atop residential care homes for the elderly for staff retention purpose;
- (i) The Government might consider promoting the use of alternative ways (e.g. exercising, food and diet, etc), apart from medication, for the benefit of people suffering from dementia;
- (j) The promotion of the employment of persons with disabilities (PWD) could be enhanced through the provision of relevant training to PWD or incentives to corporations/employers;

- (k) More clinical supervision and support should be given to paramedical therapists, and improved remuneration package could be offered to frontline care staff, such as those working for the Enhanced Home and Community Care Services (EHCCS). The Government could also consider strengthening the service of EHCCS;
- (l) Consideration might be given to provide homes for hospice care services so as to improve the quality of life of those people at their end-of-life stage;
- (m) Funds could be set up for subsidising corporations on the research of applied technology for homes/old buildings, having regard to the specific circumstances of Hong Kong, to facilitate aging in place;
- (n) The issue of privacy had to be addressed if potential child abuse cases were to be identified at an earlier stage under the mechanism of handling child abuse cases;
- (o) The manpower supply of the “young-old” should be unleashed as new manpower resources to the society through more long term planning. Consideration might be given to incentivise early retirees to take up voluntary work in the welfare sector ;
- (p) The Government might consider planning ahead to attract non-local healthcare personnel to work in Hong Kong, so as to address the shortage of healthcare manpower in the welfare sector; and
- (q) Consideration might be given to encourage non-governmental organisations (NGOs) to adopt “train-the-trainer” approach to train up volunteers, who could provide service to the community.

2. The Government gave the following response –

- (a) The Government earmarked \$1 billion for setting up the Innovation and Technology Fund for Application in Elderly and Rehabilitation Care (the Fund), to subsidise elderly and rehabilitation service units to try out and procure newly developed technology products, so as to improve the quality of life of service users as well as reducing the burden and pressure on care staff and carers. The grant would cover the cost of staff training on how to use the relevant technology products and the cost of warranty/maintenance of the products for a maximum of five years. Apart from the Fund, SWD would invite relevant organisations and institutions as working partners to promote advanced technology products among the sector. SWD would also commission the Hong Kong Council of Social Service (HKCSS) to promote the application of innovative technology in long-term care services to the welfare sector. The HKCSS would co-ordinate and facilitate experience exchange and partnership among various stakeholders;
- (b) The Government planned to reinstate the population-based planning ratios for elderly services in the Hong Kong Planning Standards and Guidelines (HKPSG) pursuant to the recommendation of the Elderly Services Programme Plan. After the HKPSG was amended, the Government would review and update the relevant planning ratios at suitable junctures, to ensure that the planning of facilities could meet the service demand. Besides, the “Consultancy Study on the Long-term Development of Child Care Services” (the Study) commissioned by the SWD would conduct in-depth analyses of different aspects of child care services, including, among others, facility planning, and make recommendations;

- (c) For the Special Scheme, individual NGOs have submitted different proposals to provide or increase the floor area of their own sites, through expansion, redevelopment or new development for, those welfare facilities specified by the Government as being in acute demand, with particular regard to elderly and rehabilitation services. The proposals received under the Special Scheme were currently at different stages of planning or development. Having reviewed the progress of all the proposals of which some might be difficult to proceed further in the near future, the Government was exploring the possibility of reopening the Special Scheme to invite new applications from NGOs;
- (d) The Chief Executive announced in the 2017 Policy Address that the Government had decided to regularise the Pilot Scheme, upon its completion, from the 2018/19 school year. The Government commissioned a consulting team to carry out an evaluative study on the Pilot Scheme and review the service models of different NGO service operators, with a view to formulating the modes and standards of services to be regularised in the 2018/19 school year;
- (e) The Hong Kong Jockey Club Charities Trust launched in 2015 a three-year end-of-life community care project which helped enhance end-of-life care with special emphasis on the interface between the social and medical systems. The Government would, as appropriate, consider formulating policies on end-of-life care service;
- (f) On the cyber youth support teams, additional resources had been secured to regularise the service with effect from 2018-19;
- (g) On the provision of social work services for pre-school children and their families, the Government would consider the way forward subject to the outcome of the three-year pilot scheme launched in phases from the 2018/19 school year;

- (h) The provision of an Integrated Children and Youth Services Centre in Shui Chuen O Estate demonstrated that SWD would take into account the needs of the local community and accessibility of the site, etc. in planning appropriate welfare facilities to meet the service demand arising from the development;
- (i) The review on the enhancement of the Lump Sum Grant Subvention System would cover, among the review areas, a review of staffing establishment and subvention benchmarks as well as pay structures, staff turnover rate and vacancies, etc.;
- (j) The suggestion of providing staff quarters for care workers would involve subsidisation to certain types of jobs. Thorough deliberation of the suggestion would be required;
- (k) The Government would, among the measures, regularise the Dementia Community Support Scheme from February 2019 and increase the number of social workers in all neighbourhood elderly centres in the territory in 2018-19, with a view to facilitating early detection of elderly persons suspected of suffering from dementia, and enhancing public education as well as support services for demented elderly persons living in the community and their carers. The Government would also organise territory-wide public education activities to enhance public understanding of dementia;
- (l) SWD took note of the suggestion for NGOs to line up with say, paramedical therapists associations, for the provision of clinical supervision to frontline staff for the purpose of better staff retention;
- (m) On the suggestion of improving the salaries for frontline care staff of EHCCS, the Government has set out clearly in EHCCS contracts the contract service fees for the whole contractual period so that bidders could carefully consider and estimate, before bidding, their income and expenditure for the contractual period, and take this into account when preparing the tender to ensure the continual provision of quality services;

- (n) Regarding the suggestion of promoting the employment of PWD, relevant measures had been implemented by the Government, which included providing vocational rehabilitation and training services as well as job matching services in the open market for PWD, and offering financial incentives to employers, etc.;
- (o) The Innovation and Technology Commission had been encouraging and providing funding support for universities, local research and development (R&D) centres and private companies to conduct R&D projects in various technology areas, including projects involving gerontechnology; and
- (p) There was Carer Support Service which aimed at facilitating and supporting carers to take care of elderly persons in the community.

### **Discussion Item 2: Consultancy Study on the Long-term Development of Child Care Services**

3. Members were invited to provide comments on the paper on the Study. Members raised the following questions/offered the following comments –

- (a) The concept of “care” and “education” should be adopted in the delivery of child care services;
- (b) Consideration might be given to the Study taking into account children’s right to engage in play activities, etc. as stipulated in the United Nations Convention on the Rights of the Child;
- (c) The demand for child care services would be high especially for the high priority group (i.e. children living with parents (both of them working) or working single parents, without helpers). The Study should analyse how such demand could be met;
- (d) The Study should consider the philosophy and positioning of child care services, examine the planning parameters for child care centres and the manning ratio for qualified Child Care Workers;



- (e) The Study might examine whether and how to standardise the training for volunteer child carers under the Neighbourhood Support Child Care Project (NSCCP). There might also be a need to review the level of incentive payment for home-based child carers of NSCCP;
- (f) The Study should examine cases of countries where there would be no co-payment arrangements for the provision of child care services;
- (g) Consideration might be given to highlighting in the Study that different financing mode(s) for child care services would have different financial implications for the Government, which might have a bearing on the taxation system in Hong Kong; and
- (h) The roles and functions of the private sector in the provision of child care services should also be examined in the Study.

4. The Consultant Team responded that there was a global trend of integrating both “care” and “development” elements in child care services and the consultant team would look into comments raised by Members, including those relating to co-payment arrangement and child care services in the private sector.

SWAC Secretariat  
October 2018