

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

**30 October 2014 (Thursday) at 2:30 p.m.  
Conference Room 6, G/F, Central Government Offices**

**Present**

Mr Vincent LO Wing-sang	(Chairman)
Dr Dorothy CHAN YUEN Tak-fai	
Mr David FONG Man-hung	
Mr Laurence HO Hoi-ming	
Mr IP Wai-ming	
Mr Hansen LEE Hong-kong	
Mr Laurence LI Lu-jen	
Dr Annissa LUI Wai-ling	
Mr Joseph MAN Hung-yee	
Mr Daryl NG Win-kong	
Prof Steven NGAI Sek-yum	
Mr Jovy SUEN Leung-kwong	
Ms Theresa TAO Chee-ying	
Dr Sandra TSANG Kit-man	
Mr Michael WONG Yick-kam	
Dr Loretta YAM Yin-chun	
Ms Sania YAU Sau-wai	
Mr Kelvin MA	(Secretary)

**In Attendance**

**Labour and Welfare Bureau (LWB)**

Miss Annie TAM	Permanent Secretary for Labour and Welfare (PSLW)
Ms Doris CHEUNG	Deputy Secretary for Labour and Welfare (Welfare)1 (DS(W)1)
Mr Donald CHEN	Deputy Secretary for Labour and Welfare (Welfare)2 (DS(W)2)
Ms Joyce TAM	Commissioner for Rehabilitation (C for R)

Miss SHEA Wing-man      Principal Assistant Secretary for Labour  
and Welfare (Welfare)1 (PAS(W)1)

Social Welfare Department (SWD)

Ms Carol YIP                      Director of Social Welfare (DSW)

**Absent with apologies**

Ms Anna May CHAN Mei-lan  
Dr Crystal CHENG Lai-ling  
Dr Roy CHUNG Chi-ping  
Mr Edmond LEE Man-bun  
Mr Charles YANG Chuen-liang

**Discussion Item: 2015-16 Welfare Services Suggestions and  
Priorities  
(SWAC Paper No. 03/2014)**

Members were invited to provide comments on the paper on  
“2015-16 Welfare Services Suggestions and Priorities”. Members asked  
the following questions/offered the following comments –

- (a) The Government should take into account the guiding principles set out in SWAC’s Report on Long-term Social Welfare Planning in Hong Kong when planning for the services under their respective purviews. Sustainability was a key consideration in the provision of welfare services;
- (b) The difficulties faced by non-governmental organisations (NGOs) of varying sizes and characteristics as well as their needs under the Lump Sum Grant Subvention System (LSGSS) should be reviewed in a systematic manner;
- (c) The welfare sector was concerned about the shortage of manpower for the sector. Universities should launch more courses on physiotherapy and occupational therapy, and the Government could consider how to better tap the new arrivals and able bodied recipients of Comprehensive Social Security Assistance (CSSA) as new sources of manpower and provide training for them;

- (d) An increasing proportion of part-time care workers might result in the deterioration of overall service quality. Consideration should be given to ways to attract the younger generation to join and stay in the field. Higher social status and pay should be accorded to care workers. The promotion of the career prospects in the welfare sector should also be viewed together with the promotion of life planning in secondary schools;
- (e) To alleviate the manpower shortage, the welfare sector could consider if assistants, such as clinic stewards, or volunteers could be trained up to serve service targets in lieu of paramedical professionals or care staff. An attractive salary package and improvement to job satisfaction would also be important. Besides, the provision of modern/quality equipment could enhance the image of care workers and allow patients to be more capable of self-care;
- (f) Some private residential care homes for the elderly (RCHEs) lacked resources and were in poor condition. Measures should be taken to assist these RCHEs in improving the quality of their services for the benefit of the many underprivileged elderly living in such RCHEs; and
- (g) It was important to understand the changing needs of youth and more out-reaching should be conducted to teenagers through the use of information technology and social media.

2. The Government gave the following response –

- (a) LWB conducted Manpower Projections from time to time to assess the broad trends of Hong Kong's manpower supply and requirements at the macro level in the medium term, as well as the manpower imbalances at different education levels. Relevant bureaux would conduct more in-depth industry-specific manpower planning under their respective purviews as appropriate;

- (b) The Government was keen to promote youth, women or elderly employment. LWB was exploring ways such as provision of enhanced child care services etc to help retain women in the workforce. CSSA recipients would also be encouraged to take up employment under the Integrated Employment Assistance Programme for Self-reliance;
- (c) While the Secretary for Food and Health was steering the Strategic Review on Healthcare Manpower Planning and Professional Development, which covered the requirement of certain types of manpower resources for the welfare sector, LWB would keep in view the outcome of the Review and consider measures to address the manpower needs of the welfare sector;
- (d) The Government would study relevant data and statistics in planning the provision of welfare services. Welfare issues in different areas would also be brought to the relevant advisory committees or the SWAC for deliberation. For instance, the Elderly Commission would discuss elderly services and the Rehabilitation Advisory Committee would consider rehabilitation services;
- (e) On enhancement of the LSGSS, the welfare sector had reached consensus on a sliding scale and additional resources for supervisory support would be provided for welfare services for which such support was previously not granted. The Best Practice Manual (BPM) had come into effect since July 2014 and that the annual progress reports to be submitted by the NGOs, in October each year, would shed light on how their management and governance could be enhanced. The Working Group under LSGSS had agreed that the initial three years of implementation should be set as a beginning stage to allow time for NGOs to get prepared, review and/or modify their existing policies and practices, with a review in three years to gather data and collate views for fine-tuning the BPM mechanism; and
- (f) SWD would look into Members' suggestions on youth services and consider improvements.