

Head 141 — GOVERNMENT SECRETARIAT: LABOUR AND WELFARE BUREAU

Controlling officer: the Permanent Secretary for Labour and Welfare will account for expenditure under this Head.

Estimate 2009–10	\$569.4m
Establishment ceiling 2009–10 (notional annual mid-point salary value) representing an estimated 92 non-directorate posts as at 31 March 2009 and as at 31 March 2010	\$41.9m
In addition, there will be an estimated 12 directorate posts as at 31 March 2009 and as at 31 March 2010.	
Commitment balance	\$389.8m

Controlling Officer's Report

Programmes

Programme (1) Director of Bureau's Office	This programme contributes to Policy Area 27: Intra-Governmental Services (Secretary for Labour and Welfare).
Programme (2) Social Welfare	This programme contributes to Policy Area 14: Social Welfare (Secretary for Labour and Welfare).
Programme (3) Women's Interests	This programme contributes to Policy Area 33: Women's Interests (Secretary for Labour and Welfare).
Programme (4) Manpower Development	This programme contributes to Policy Area 34: Manpower Development (Secretary for Labour and Welfare).
Programme (5) Subvention: Skills Centres Programme (6) Subvention: Guardianship Board and Environmental Advisory Service	These programmes contribute to Policy Area 14: Social Welfare (Secretary for Labour and Welfare).
Programme (7) Subvention: Vocational Training Council (Vocational Training)	This programme contributes to Policy Area 34: Manpower Development (Secretary for Labour and Welfare).

Detail

Programme (1): Director of Bureau's Office

	2007–08 (Actual)	2008–09 (Original)	2008–09 (Revised)	2009–10 (Estimate)
Financial provision (\$m)	4.8#	12.5	8.8 (–29.6%)	12.2 (+38.6%)
				(or –2.4% on 2008–09 Original)

The actual expenditure for 2007–08 represents the expenditure for the nine months from 1 July 2007 to 31 March 2008.

Aim

2 The aim is to ensure the smooth operation of the Office of the Secretary for Labour and Welfare.

Brief Description

3 The Office of the Secretary for Labour and Welfare is responsible for providing support to the Secretary for Labour and Welfare in undertaking political work. This includes the support provided by the Under Secretary and the Political Assistant. The Office is also responsible for providing administrative support to the Secretary for Labour and Welfare in carrying out his duties. The work includes the planning, co-ordination and implementation of all arrangements for the Secretary's public, media and community functions.

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Programme (2): Social Welfare

	2007–08 (Actual)	2008–09 (Original)	2008–09 (Revised)	2009–10 (Estimate)
Financial provision (\$m)	62.8#	115.6	118.3 (+2.3%)	200.6 (+69.6%)
				(or +73.5% on 2008–09 Original)

For comparison purpose, the figure for 2007–08 includes relevant provisions for the “Social Welfare” programme which were under Head 140—Government Secretariat: Food and Health Bureau (Health Branch) before their transfer to Head 141 due to the re-organisation of the Government Secretariat with effect from 1 July 2007.

Aim

4 The aim is to provide an environment which enables everyone to reach his or her full potential, thereby achieving self-reliance and contributing to the well-being of the community, and to ensure that appropriate welfare support is available to assist those in need.

Brief Description

5 The Bureau formulates and co-ordinates welfare policies and programmes to:

- preserve and strengthen the family;
- improve the quality of life of our elders so that they can enjoy a sense of security, a sense of belonging, and a feeling of health and worthiness;
- provide a social safety net of last resort to ensure that assistance is available to the financially vulnerable;
- facilitate and encourage the full participation and integration of persons with disabilities (PWDs) into the community;
- protect children in need of care;
- monitor and co-ordinate the overall progress of Government’s efforts in poverty alleviation;
- help young people develop into responsible and contributing members of the community and facilitate the rehabilitation of young offenders;
- prevent child abuse, domestic violence and suicide; and
- enhance tripartite partnership among the business community, non-governmental organisations (NGOs) and the Government.

6 Generally, the effectiveness of the work of the Bureau is reflected in the extent to which the departments and subvented organisations delivering social welfare services achieve the objectives of this programme and in the extent to which the social security system achieves its objectives. The Bureau is making good progress towards achieving the aim.

Matters Requiring Special Attention in 2009–10

7 During 2009–10, the Bureau will:

- oversee the implementation of the district-based scheme to provide carer training and develop “carer” services for elders in need;
- oversee the implementation of raising the Old Age Allowance (OAA) to \$1,000 a month for all eligible recipients and finalise the review on the permissible limit of absence from Hong Kong under OAA;
- oversee the provision of more places for day training, vocational rehabilitation, pre-school and residential services for PWDs;
- oversee the enhancement of medical social services for persons with mental health problems and chronic illness;
- further strengthen direct support for domestic violence victims and vulnerable families;
- continue to study the long-term development planning for social welfare in Hong Kong through the Social Welfare Advisory Committee;
- continue to study with the Elderly Commission the long-term planning for subsidised residential care services for the elderly;
- continue to work with the Elderly Commission to promote active ageing and disseminate related messages;

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- continue to oversee the implementation of the trial scheme on integrated support services for elderly hospital discharges who have difficulty taking care of themselves and for their carers;
- continue to encourage and help able-bodied Comprehensive Social Security Assistance (CSSA) recipients become self-reliant;
- continue to oversee the implementation of the Enhanced New Dawn Project under the CSSA Scheme, which aims to empower single parent and family carer recipients with the youngest child aged between 12 and 14 to seek employment, including part-time employment, to achieve self-reliance and social integration;
- continue to assist in the development and monitoring of measures designed to promote the self-reliance, accessibility and employment opportunities of PWDs;
- continue to strengthen district-based community support services for PWDs and their families/carers;
- continue to strengthen multi-disciplinary community mental health support services, and to raise general awareness and promote early intervention of mental health problems;
- continue to strengthen and promote different forms of child care services to meet the varying needs of families;
- continue to provide support to the Task Force on Poverty to monitor and co-ordinate efforts across the Government in poverty alleviation;
- continue to oversee the implementation of the Child Development Fund pioneer projects;
- continue to monitor the implementation of the Domestic Violence (Amendment) Ordinance 2008 and introduce further amendments to the Ordinance on the types of cohabitants to be covered under the Ordinance;
- continue to strengthen the prevention and tackling of domestic violence through public education and enhanced training for related professionals;
- continue to oversee the implementation of the anti-violence programme for abusers and the batterer intervention programme; and
- continue to oversee the implementation of the pilot project on Child Fatality Review.

Programme (3): Women's Interests

	2007–08 (Actual)	2008–09 (Original)	2008–09 (Revised)	2009–10 (Estimate)
Financial provision (\$m)	16.4#	21.5	19.3 (–10.2%)	23.5 (+21.8%)
				(or +9.3% on 2008–09 Original)

For comparison purpose, the figure for 2007–08 includes relevant provisions for the “Women’s Interests” programme which were under Head 140—Government Secretariat: Food and Health Bureau (Health Branch) before their transfer to Head 141 due to the re-organisation of the Government Secretariat with effect from 1 July 2007.

Aim

8 The aim is to promote the well-being and interests of women in Hong Kong, and to support the Women’s Commission’s mission to enable women to fully realise their due status, rights and opportunities in all aspects of life.

Brief Description

- 9 The Bureau formulates and co-ordinates policies and programmes to:
- facilitate the incorporation of women’s needs and perspectives into the process of policy making where appropriate;
 - empower women and enable them to participate more fully in the community;
 - identify needs and concerns of women and improve delivery of services to women;
 - enhance the community’s sensitivity to and understanding of gender-related issues and reduce gender stereotyping as well as facilitate exchange of views and ideas on women’s matters;
 - improve communication and facilitate collaboration between the Government and NGOs and strengthen liaison with relevant international bodies on women’s matters; and
 - ensure adherence to the relevant international conventions and agreements in Hong Kong.

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10 Generally, the effectiveness of the work of the Bureau is reflected in the extent to which work on the three-pronged strategy, i.e. provision of an enabling environment, empowerment of women, and public education, has proceeded. Overall, the Bureau is making good progress towards achieving the aim.

Matters Requiring Special Attention in 2009–10

11 During 2009–10, the Bureau will continue to:

- promote the implementation of the “Gender Mainstreaming Checklist” and gender mainstreaming concept to more policy areas through the “Gender Focal Points Network” within the Government;
- provide gender-related training to civil servants to facilitate consideration of women’s needs and perspectives during policy formulation, legislation and implementation;
- monitor and steer progress of the Capacity Building Mileage Programme to encourage and facilitate women to pursue continuous learning;
- conduct regular meetings and exchanges with local women’s groups and service agencies and participate in key international fora;
- review policies and services related to women and promote the development of new or improved services, including new models and good practices;
- work with relevant parties to enhance women’s participation in advisory and statutory bodies;
- conduct public education and publicity programmes to enhance public awareness of gender-related issues; and
- support the Women’s Commission in promoting the well-being and interests of women through its three-pronged strategy.

Programme (4): Manpower Development

	2007–08 (Actual)	2008–09 (Original)	2008–09 (Revised)	2009–10 (Estimate)
Financial provision (\$m)	453.7#	82.5	69.5 (–15.8%)	73.9 (+6.3%)
				(or –10.4% on 2008–09 Original)

For comparison purpose, the figure for 2007–08 includes relevant provisions for the “Manpower Development” and “Vocational Education and Training” (for the Employees Retraining Board (ERB) only in respect of this programme) programmes which were under Head 156—Government Secretariat: Education Bureau before their transfer to Head 141 due to the re-organisation of the Government Secretariat with effect from 1 July 2007. The ERB ceased receiving recurrent subvention from the Government with effect from 2008–09.

Aim

12 The aim is to develop a well-trained and adaptable workforce to meet the changing manpower demands of the economy and to contribute to the overall competitiveness of Hong Kong.

Brief Description

13 The Bureau, which is advised by the Manpower Development Committee from time to time, maps out strategies for developing human resources to meet the manpower needs of Hong Kong. It oversees:

- the implementation of the Continuing Education Fund (CEF) to encourage adults with learning aspirations to pursue continuing education and training;
- the implementation of the Skills Upgrading Scheme (SUS) to provide focused training for workers with low education attainment; and
- the work of the ERB, a statutory body established under the Employees Retraining Ordinance, which is responsible for the provision of training, retraining and placement services to assist eligible persons to acquire new or enhanced skills to enhance their employability and competitiveness.

Matters Requiring Special Attention in 2009–10

14 During 2009–10, the Bureau will:

- oversee the implementation of the final recommendations of the strategic review of the ERB in phases; and
- continue to oversee the implementation of the CEF and the SUS.

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Programme (5): Subvention: Skills Centres

	2007–08 (Actual)	2008–09 (Original)	2008–09 (Revised)	2009–10 (Estimate)
Financial provision (\$m)	78.7#	90.7	90.7 (—)	91.9 (+1.3%)
				(or +1.3% on 2008–09 Original)

For comparison purpose, the figure for 2007–08 includes relevant provisions for the “Subvention: Skills Centres” programme which were under Head 140—Government Secretariat: Food and Health Bureau (Health Branch) before their transfer to Head 141 due to the re-organisation of the Government Secretariat with effect from 1 July 2007.

Aim

15 The aim is to provide vocational training to PWDs aged 15 or above for the purpose of improving their employment prospects and preparing them for open employment.

Brief Description

16 The Bureau subvents three skills centres run by the Vocational Training Council (VTC).

17 The overall performance of the skills centres in the 2008/09 academic year is expected to be satisfactory.

18 The key performance indicators are:

	2007/08 (Actual)	Academic Year 2008/09 (Revised Estimate)	2009/10 (Estimate)
no. of vocational assessments made			
comprehensive assessment programme	153	160	160
specific assessment programme	839	760	760
no. of training places			
full-time	660	660	660
part-time	360	360	360
no. of trainees enrolled			
full-time§	630	660	660
part-time	429	360	360
no. of trainees completed training			
full-time	286	250	250
part-time	374	300	300

§ Most of the full-time training courses are of two-year duration. The number of trainees enrolled includes both those undergoing first and second years of training.

Matters Requiring Special Attention in 2009–10

19 During 2009–10, the skills centres will continue to develop new courses and modify existing ones to meet the changing needs of the open employment market so as to enhance the employment opportunities of PWDs.

Programme (6): Subvention: Guardianship Board and Environmental Advisory Service

	2007–08 (Actual)	2008–09 (Original)	2008–09 (Revised)	2009–10 (Estimate)
Financial provision (\$m)	4.8#	6.0	6.0 (—)	5.8 (–3.3%)
				(or –3.3% on 2008–09 Original)

For comparison purpose, the figure for 2007–08 includes relevant provisions for the “Subvention: Guardianship Board and Environmental Advisory Service” programme which were under Head 140—Government Secretariat: Food and Health Bureau (Health Branch) before their transfer to Head 141 due to the re-organisation of the Government Secretariat with effect from 1 July 2007.

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Aim

20 The aim is to support the operation of the Guardianship Board for mentally disordered and mentally handicapped persons under the Mental Health Ordinance, and to provide specialist information and advice on ways to improve access facilities to meet the special needs of PWDs through the Environmental Advisory Service.

Brief Description

21 The Bureau subvents the Guardianship Board and the Environmental Advisory Service.

Matters Requiring Special Attention in 2009–10

22 During 2009–10, the Guardianship Board will continue to publicise and promote its work and service among members of the public and relevant professions. The Environmental Advisory Service will continue to provide specialist information and advice on means to improve access of PWDs.

Programme (7): Subvention: Vocational Training Council (Vocational Training)

	2007–08 (Actual)	2008–09 (Original)	2008–09 (Revised)	2009–10 (Estimate)
Financial provision (\$m)	165.1#	169.9	175.7 (+3.4%)	161.5 (–8.1%)
				(or –4.9% on 2008–09 Original)

For comparison purpose, the figure for 2007–08 includes relevant provisions for the “Vocational Education and Training” programme (for vocational training provided by the VTC only in respect of this programme) which were under Head 156—Government Secretariat: Education Bureau before their transfer to Head 141 due to the re-organisation of the Government Secretariat with effect from 1 July 2007.

Aim

23 The aim is to provide vocational training, through subvention to the VTC, to meet the manpower needs of industries, enhance the quality of the workforce in Hong Kong and help employees adjust to market changes.

Brief Description

24 The VTC, a statutory body established under the VTC Ordinance, is responsible for the provision of a comprehensive system of vocational education and training services, including skills upgrading. These services are mainly provided through its Hong Kong Institute of Vocational Education, School of Business and Information Systems, Hong Kong Design Institute, Training and Development Centres, Youth College and the Institute of Professional Education and Knowledge. With the re-organisation of the Government Secretariat with effect from 1 July 2007, full-time and part-time courses leading to formal qualifications have been grouped under the programme area of vocational education of Head 156—Government Secretariat: Education Bureau; whereas industry-specific and subject-specific training courses of short duration and programmes which do not lead to formal qualifications are placed under this programme. The latter includes courses mainly for in-service personnel to help upgrade their skills and knowledge to meet changing manpower needs of industries. The VTC strongly supports Government’s policy to expand training and retraining services and will become one of the key service providers under the Employees Retraining Scheme (ERS).

25 The VTC is also responsible, through its Apprenticeship Unit, for the legislative control, training and employment of young persons aged below 19 in trades specified as designated trades under the Apprenticeship Ordinance, and other trades registered on a voluntary basis.

26 Other services offered by the VTC under this programme include trade and skills testing and certification, professional licensing examinations, manpower training forecasts, administration of the Engineering Graduate Training Scheme and the New Technology Training Scheme.

27 In achieving its objectives, the VTC is assisted by a complex of general committees and training boards which advise it on cross-sector and sector-specific vocational education and training requirements.

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28 The key performance indicators are:

	2007/08 (Actual)	Academic Year 2008/09 (Revised Estimate)	2009/10 (Estimate)
vocational training			
trainee places provided	101 919	114 370 β	137 990β
trainee hours provided	1 460 000	2 573 000 β	3 829 000β
enrolment rate (%)	104	100	100
completion rate (%)	97	95	95
apprentice training (as at the end of the financial year)			
inspections of establishments employing registered apprentices	15 421	15 000	15 000
registered apprentices	3 303	3 300	3 300

β Including planned places under the ERS as from the 2008/09 academic year.

Matters Requiring Special Attention in 2009–10

29 During 2009–10, the VTC will:

- continue its efforts to align its vocational training system with the development of the Qualifications Framework; and
- build capacity to further expand training and retraining services to better support Hong Kong's manpower development.

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ANALYSIS OF FINANCIAL PROVISION

Programme	2007–08 (Actual) (\$m)	2008–09 (Original) (\$m)	2008–09 (Revised) (\$m)	2009–10 (Estimate) (\$m)
(1) Director of Bureau's Office	4.8	12.5	8.8	12.2
(2) Social Welfare.....	62.8	115.6	118.3	200.6
(3) Women's Interests.....	16.4	21.5	19.3	23.5
(4) Manpower Development.....	453.7	82.5	69.5	73.9
(5) Subvention: Skills Centres.....	78.7	90.7	90.7	91.9
(6) Subvention: Guardianship Board and Environmental Advisory Service.....	4.8	6.0	6.0	5.8
(7) Subvention: Vocational Training Council (Vocational Training).....	165.1	169.9	175.7	161.5
	786.3	498.7	488.3 (-2.1%)	569.4 (+16.6%)
				(or +14.2% on 2008–09 Original)

Analysis of Financial and Staffing Provision

Programme (1)

Provision for 2009–10 is \$3.4 million (38.6%) higher than the revised estimate for 2008–09. This is mainly due to the full-year provision for the position of Political Assistant filled in 2008–09, and the provision required for filling the position of Under Secretary.

Programme (2)

Provision for 2009–10 is \$82.3 million (69.6%) higher than the revised estimate for 2008–09. This is mainly due to the increased cash flow requirement for the trial scheme on integrated support services for elderly hospital discharges and their carers, provision for implementing various new initiatives in 2009–10 and additional requirement for other departmental expenses.

Programme (3)

Provision for 2009–10 is \$4.2 million (21.8%) higher than the revised estimate for 2008–09. This is mainly due to the increased requirement for supporting the work of the Women's Commission and increased salary provision.

Programme (4)

Provision for 2009–10 is \$4.4 million (6.3%) higher than the revised estimate for 2008–09. This is mainly due to the increased cash flow requirement for non-recurrent items and operating expenses.

Programme (5)

Provision for 2009–10 is \$1.2 million (1.3%) higher than the revised estimate for 2008–09. This is mainly due to the increased provision for capital expenditure.

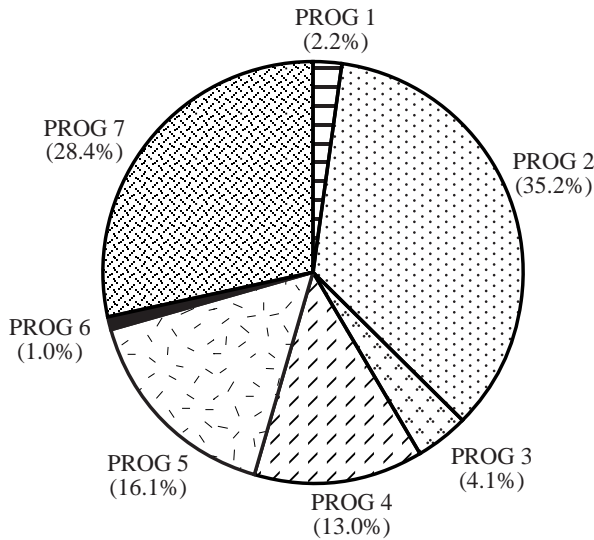
Programme (6)

Provision for 2009–10 is \$0.2 million (3.3%) lower than the revised estimate for 2008–09. This is mainly due to the reduced requirement for the Guardianship Board, including the payment of end-of-contract gratuity for the Chairman made in 2008–09.

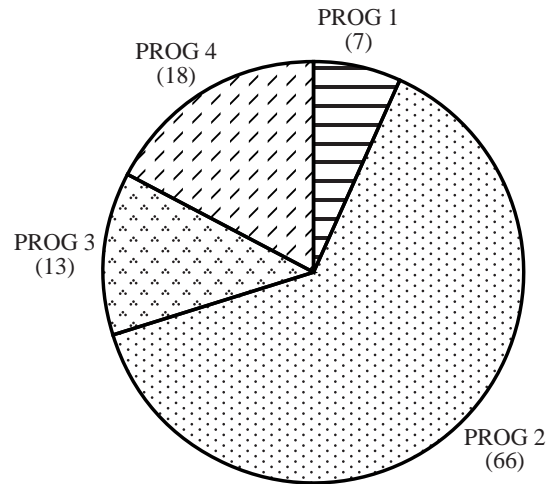
Programme (7)

Provision for 2009–10 is \$14.2 million (8.1%) lower than the revised estimate for 2008–09. This is mainly due to the reduced subventions for the vocational development programmes offered by the VTC consequent upon the funding of the courses for non-engaged youth aged between 15 and 20 under the ERS.

Allocation of provision to programmes (2009-10)

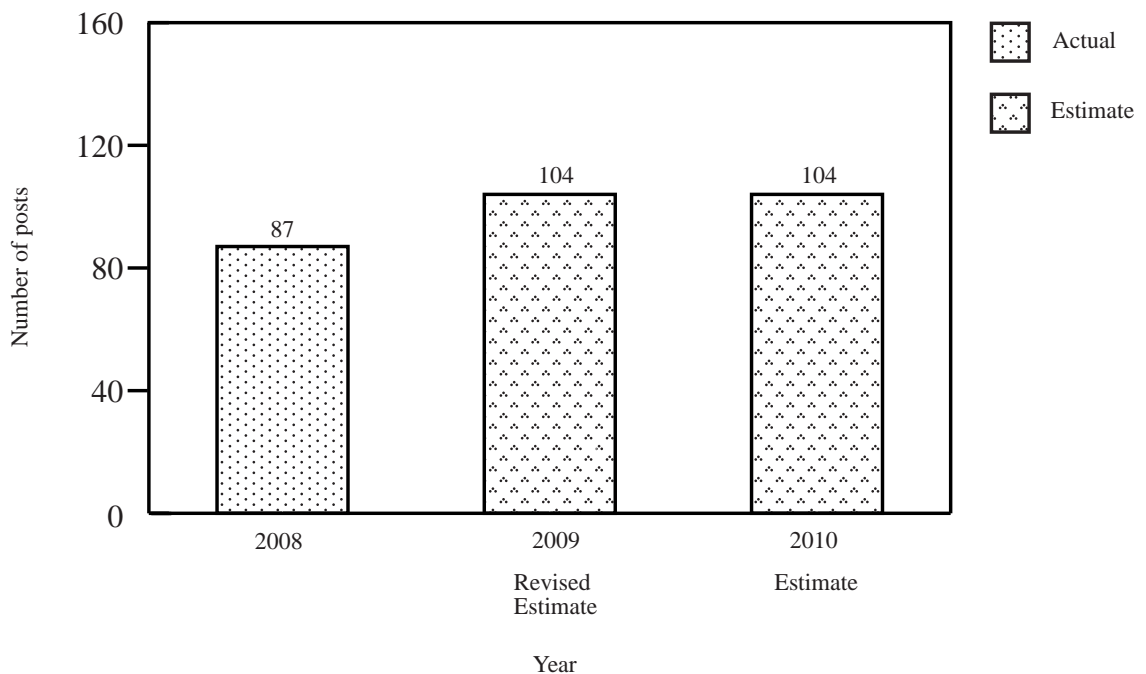


Staff by programme (as at 31 March 2010)



No government staff under PROG 5 - 7

Changes in the size of the establishment (as at 31 March)



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Sub-head (Code)		Actual expenditure 2007-08	Approved estimate 2008-09	Revised estimate 2008-09	Estimate 2009-10
	\$'000	\$'000	\$'000	\$'000	\$'000
Operating Account					
Recurrent					
000	Operational expenses	805,712	435,820	427,681	506,610
003	Recoverable salaries and allowances (General)	1,763			
	Deduct reimbursements	<u>Cr.1,763</u>	<u>—</u>	<u>—</u>	<u>—</u>
	Total, Recurrent	<u>805,712</u>	<u>435,820</u>	<u>427,681</u>	<u>506,610</u>
Non-Recurrent					
700	General non-recurrent	35,321	57,989	55,765	56,650
	Total, Non-Recurrent	<u>35,321</u>	<u>57,989</u>	<u>55,765</u>	<u>56,650</u>
	Total, Operating Account	<u>841,033</u>	<u>493,809</u>	<u>483,446</u>	<u>563,260</u>
Capital Account					
Subventions					
864	Skills centres (block vote)	1,919	4,879	4,879	6,180
	Total, Subventions	<u>1,919</u>	<u>4,879</u>	<u>4,879</u>	<u>6,180</u>
	Total, Capital Account	<u>1,919</u>	<u>4,879</u>	<u>4,879</u>	<u>6,180</u>
	Total Expenditure	<u><u>842,952</u></u>	<u><u>498,688</u></u>	<u><u>488,325</u></u>	<u><u>569,440</u></u>

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Details of Expenditure by Subhead

The estimate of the amount required in 2009–10 for the salaries and expenses of the Labour and Welfare Bureau is \$569,440,000. This represents an increase of \$81,115,000 over the revised estimate for 2008–09 and a decrease of \$273,512,000 against actual expenditure in 2007–08, which is the actual expenditure for the nine months from 1 July 2007 to 31 March 2008.

Operating Account

Recurrent

2 Provision of \$506,610,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the Labour and Welfare Bureau. The increase of \$78,929,000 (18.5%) over the revised estimate for 2008–09 is mainly due to the increased cash flow requirement for the trial scheme on integrated support services for elderly hospital discharges and their carers, and provision for implementing various new initiatives in 2009–10, partly offset by the reduced subventions for the vocational development programmes offered by the Vocational Training Council consequent upon the funding of the courses for non-engaged youth aged between 15 and 20 under the Employees Retraining Scheme.

3 The establishment as at 31 March 2009 will be 102 permanent posts and two supernumerary posts. No net change in establishment is expected in 2009–10. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2009–10, but the notional annual mid-point salary value of all such posts must not exceed \$41,947,000.

4 An analysis of the financial provision under *Subhead 000 Operational expenses* is as follows:

	2007–08 (Actual) (\$'000)	2008–09 (Original) (\$'000)	2008–09 (Revised) (\$'000)	2009–10 (Estimate) (\$'000)
Personal Emoluments				
- Salaries	36,933	58,514	58,551	60,608
- Allowances	1,782	2,419	3,353	2,868
- Job-related allowances	1	3	4	5
Personnel Related Expenses				
- Mandatory Provident Fund contribution	76	84	112	108
- Civil Service Provident Fund contribution	39	75	236	224
Departmental Expenses				
- General departmental expenses	28,677	83,320	66,103	156,177
Other Charges				
- Financial assistance for family members of those who sacrifice their lives to save others	3,367	12,000	14,592	14,000
- Public education on rehabilitation	1,760	2,000	2,300	2,500
Subventions				
- Environmental Advisory Service	1,008	1,407	1,407	1,486
- Skills centres	57,819	85,832	85,832	85,710
- Guardianship Board	2,571	4,586	4,586	4,281
- Legal representation scheme for children/juveniles involved in care or protection proceedings	3,285	3,700	4,680	5,100
- Adult Education Subvention Scheme	7,217	12,000	10,182	12,000
- Vocational Training Council (vocational training)	368,404	169,880	175,743	161,543
- Employees Retraining Board@	292,773	—	—	—
	805,712	435,820	427,681	506,610

@ From 2008–09 onwards, the Employees Retraining Board (ERB) ceased receiving recurrent subvention from the Government and has since met its operating expenses from the Employees Retraining Levy.

5 Provision of \$1,763,000 under *Subhead 003 Recoverable salaries and allowances (General)* is for salaries and allowances of a civil servant working in the ERB. The gross provision must not be exceeded without the prior approval of the Secretary for Financial Services and the Treasury. Expenditure under this subhead is reimbursed by the Board.

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Capital Account

Subventions

6 Provision of \$6,180,000 under *Subhead 864 Skills centres (block vote)* is for carrying out inspections of electrical installations, renovation works and acquisition of equipment at the skills centres. The increase of \$1,301,000 (26.7%) over the revised estimate for 2008–09 is mainly due to the increased requirement for the necessary works and acquisition of equipment.

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Commitments

Sub-head (Code)	Item (Code)	Ambit	Approved commitment	Accumulated expenditure to 31.3.2008	Revised estimated expenditure for 2008–09	Balance
			\$'000	\$'000	\$'000	\$'000
<i>Operating Account</i>						
700	<i>General non-recurrent</i>					
031	Skills Upgrading Scheme		400,000	292,613	38,866	68,521
433	Youth Sustainable Development and Engagement Fund		50,000	25,113	5,500	19,387
876	Child Development Fund.....		300,000	—	5,000	295,000
894	Elder Academy Scheme.....		10,000	—	3,100	6,900
	Total		<u>760,000</u>	<u>317,726</u>	<u>52,466</u>	<u>389,808</u>