Review of Staff and Governance Structure of PRA

July 2020

The Hong Kong Council of Social Service

Rationales

- While members' *representation* in PRA work is fully realized through the existing governance structure, members' *participation* in PRA is rather limited qualitatively. Striking a better balance is believed to benefit the Council, members and the entire sector in terms of PRA.
- Pursuing an approach to PRA which is impact-driven and action-oriented requires (a) multi-stakeholder and cross-discipline collaboration; and (b) a staff team with strong research and network capacity.
  - With members and welfare sector experts as the core, other experts or practitioners should be engaged to achieve a bigger impact of PRA on our society.
  - The small staff team, as we have, has posed some limitations on our research output and outcome. Inevitably, only limited subject knowledge, expertise, and research skills are endowed by our staff members. A new approach engaging members, experts and practitioners to work together with the staff members is believed to be able to enhance the research and advocacy capacity of the Council.

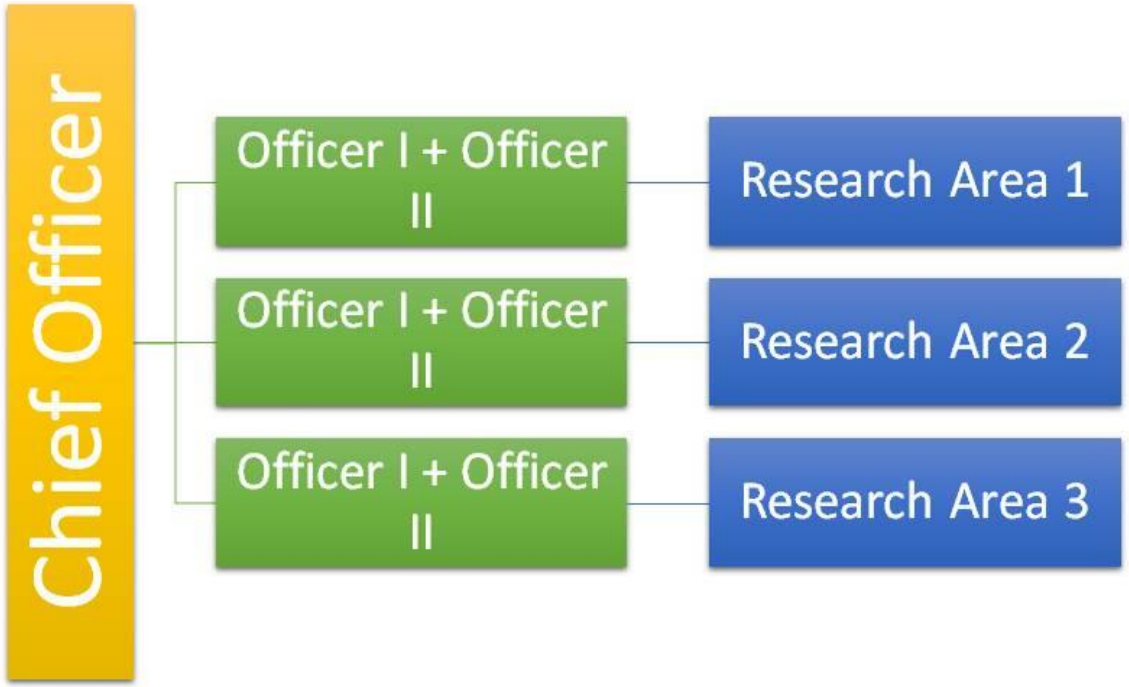
Objectives

- To propose strategies and measure to strengthen the capacity of policy research and advocacy of the Council
- To identify long term research areas for strategic development of policy/service agenda
- To achieve business refocusing

Three Strategies

- Staff Team Capacity Enhancement
- Identification of Strategic Areas of Policy Agenda
- Governance Structure and Capacity Enhancement

New Staff Structure



- Poverty and Basic Income Protection
- Housing and Health of the Grassroots
- Aging Society

Existing Governance of PRA

Proposed Governance Structure

Proposed Implementation Strategy

- Nomination for Election for Specialized Committee continues in this year.
- Task Forces will be formed in the coming year, and will come into effect after AGM in 2021.
- Standing Committee will consider designing a nomination procedure to engage agency members in the Task Forces.