

Family Council

Progress of Work of the Sub-committees under the Family Council

PURPOSE

This paper invites Members to note the progress of work of two Sub-committees under the Family Council (the Council).

SUB-COMMITTEE ON THE PROMOTION OF FAMILY CORE VALUES AND FAMILY EDUCATION

2. The Sub-committee on the Promotion of Family Core Values and Family Education (the Promotion Sub-committee) held a meeting on 18 February 2016. The Promotion Sub-committee deliberated on the progress of the study on “Parenting Practices in Hong Kong” (the Study) and “2015/16 Family-Friendly Employers Award Scheme” (the Award Scheme).

Study on ‘Parenting Practices in Hong Kong’

3. In March 2015, PolyU Technology and Consultancy Company Limited (the PolyU) was commissioned to conduct the study on “Parenting Practices in Hong Kong” with the objectives of giving a comprehensive account of current parenting practices in Hong Kong as well as identifying factors affecting parenting decisions, sources of parenting stress, impact on parent-child relationships, child development and family functioning. Following its presentation at the Promotion Sub-committee in April 2015 on the research framework, the PolyU reported progress of the Study to the Promotion Sub-committee.

4. The Promotion Sub-committee was informed that territory-wide survey, focus group study, literature review and consultative interviews were in progress. The PolyU aimed at sampling 2 000 families from 64 participating kindergartens and schools for the territory-wide survey. So far, 808 sets of questionnaires were received. On focus group study, six focus group

discussions were conducted, covering parents of various backgrounds (including parents of children with special education needs, ethnic minorities, etc). While literature review was being conducted, the PolyU planned to conduct consultative interviews in May 2016.

5. As collection of data was still in progress, findings generated were preliminary. It was noted that socioeconomic status and marital status of parents had impact on overall parenting in terms of parental warmth, parents' sense of competence, dysfunctional parenting and parenting stress. Besides, parenting practices affected child's psychological and social competence.

6. After deliberations, Members noted the progress and invited the PolyU to take note of the following comments in taking forward the study and preparing the draft final report –

- (a) apart from analyzing influences of parenting on parent-child relationship, its impact on family (e.g. family well-being/functioning, well-being of children and parents/grandparents, marital relationship, parent-child and inter-generational relationship) should be examined and included;
- (b) the research team was expected to come up with concrete and feasible policy recommendations on the basis of the findings. It was desirable to engage relevant stakeholders at an early stage so that their views could be duly taken into account in the process;
- (c) it was desirable to draw up the best practices of parenting and take note of the diversity of ethnic minorities families in the process of data collection; and
- (d) with a view to drawing up a holistic view on the overall picture of parenting practices in Hong Kong, the following elements should be suitably incorporated –
 - (i) influence of tri-parenting
 - (ii) time spent by parents on taking care of /interacting with children
 - (iii) influence of family-friendly policies on parenting
 - (iv) impact of the Territory-wide System Assessment
 - (v) student suicide.

7. The Promotion Sub-committee was also informed that the PolyU aimed to submit the draft final report in June 2016. Arrangement would be

made for the research team to present further findings in May 2016 before the draft report is finalised. The Promotion Sub-committee would consider the recommendations of the Study and communication plans with the public as appropriate.

“2015/16 Family-Friendly Employers Award Scheme”

8. It was reported that the “2015/16 Family-Friendly Employers Award Scheme” (the Award Scheme) was launched on 15 December 2015, with application deadline on 14 April 2016. As at 16 February 2016, about 520 applications¹ were received.

9. The Promotion Sub-committee was also briefed on the outreaching efforts since the launch of the Award Scheme which were summarised as follows –

- (a) 13 briefing sessions to different sectors of the community were organised;
- (b) 6 518 visits to small and medium enterprises in different districts were made; and
- (c) media interviews of awarding companies of the previous award scheme as well as the Chairman of the Family Council were arranged in printed, television and social media.

The Promotion Sub-committee was pleased with the positive response as well as the wide media coverage of the Award Scheme and invited the Council Secretariat to continue its endeavour to publicise the Award Scheme.

SUB-COMMITTEE ON FAMILY SUPPORT

10. The Sub-committee on Family Support (the Support Sub-committee) met on 23 February 2016. The Support Sub-committee discussed the preliminary findings of the Family Survey 2015 (the Survey) and the proposed framework for the “Pilot Scheme on Thematic Sponsorship for Supporting Family-related Initiatives (2016-17)” (the Pilot Scheme).

¹ For 2013/14 Award Scheme, about 500 applications were received two months after the launch.

Preliminary Findings of Family Survey 2015

11. Policy 21 Limited was commissioned in March 2015 to conduct the Family Survey 2015 (the Survey). Subsequent to the completion of focus group discussions and literature review in May 2015, the fieldwork survey was conducted from June to November 2015. The Support Sub-committee deliberated on the preliminary findings of the Survey at **Annex A**.

12. Policy 21 Limited is finalising the findings of the supplementary survey covering parenthood, work-life balance and trans-generational issues and will conduct focus groups to examine the reasons of some findings which showed deviation from the general trend of the Survey carried out in 2011 and 2013. Arrangement will be made for Policy 21 Limited to brief the Support Sub-committee on further findings before it finalises the draft final report.

Pilot Scheme on Thematic Sponsorship for Supporting Family-related Initiatives (2016-17)

13. The Council noted that a three-pronged approach would be adopted to support family-related initiatives at its meeting on 26 November 2015. Amongst others, a pilot scheme to support new family-related initiatives would be launched by granting thematic sponsorship on theme(s) to be selected by the Council. To take forward the proposal, the Council Secretariat prepared a proposed framework of the Pilot Scheme for deliberation by the Support Sub-committee. After discussion, the Support Sub-committee agreed that the framework at **Annex B** (covering the objectives, general features, themes, eligibility criteria, assessment of applications, application procedures, monitoring mechanism, review as well as proposed timetable of the implementation of the Pilot Scheme) be adopted. The Council Secretariat would kick start the preparation work for launching the Pilot Scheme in end March 2016.

14. On a related note, the Support Sub-committee also agreed that, as a first step, the Central Policy Unit (CPU) should include “family and family-related issues” under the theme of population policies in the Public Policy Research Funding Scheme in the second quarter of 2016. With some implementation experience, the Support Sub-committee in consultation with CPU might explore the need to feature “family” as one of the major themes in future. The Support Sub-committee was also informed that CPU would commission “Families Studies in Hong Kong: A Summary Analysis and Annotated Bibliography” in the second quarter of 2016 for completion in end 2017.

Pilot Scheme on Family Mediation Service

15. The Pilot Scheme on Family Mediation Service (the Scheme) funded by the Council has been in operation for over three years since August 2012. It has by and large achieved one of the main objectives of running pilot scheme, i.e. to gather evidence-based information to facilitate consideration of the way forward for family mediation services. In view of the foregoing, the Scheme would not be further extended and has ended on 31 January 2016. Before the completion of the Scheme, the Council Secretariat has approached the three participating non-governmental organisations (NGOs) on the end of the Scheme. All of them undertook to provide necessary information for “A study on family mediation services in Hong Kong” (the Study) commissioned by CPU in July 2015. The Council Secretariat is now following up with the three NGOs concerned on finalising the completion of the mediation cases on hand as well as other related issues.

16. With evidence-based information and data from the participating NGOs of the Pilot Scheme, the Study is now in full swing. The research team will review the provision of family mediation service in Hong Kong, including the experience gathered through the Pilot Scheme, and make recommendations on the way forward. The Secretariat has been working closely with the research team to monitor the progress of the Study with a view to completing the Study by mid-2016. Progress of the Study will be reported to the Support Sub-committee as and when appropriate. Subject to the acceptance of the final report by the Support Sub-committee, the findings of the Study will be shared with relevant bureaux and departments to facilitate the consideration of the way forward for the provision of family mediation services in Hong Kong.

WAY FORWARD

17. The Sub-committees will continue to oversee their respective programmes and activities. Members are welcome to convey their comments and suggestions to the Secretariat.

Family Council Secretariat
February 2016

Family Survey 2015

Policy 21 Limited was commissioned in March 2015 to conduct the Family Survey 2015 (the Survey). Subsequent to the completion of focus group discussions and literature review in May 2015, the fieldwork survey was conducted from June to November 2015, with a sample size of 2 000 respondents to cover the following areas -

- (a) importance of family;
- (b) parenthood;
- (c) family functioning;
- (d) satisfaction with family life;
- (e) work-family balance;
- (f) availability of social support network;
- (g) awareness and participation of family-related programmes; and
- (h) parental relationship.

Besides, parenthood, work-life balance and trans-generational issues were selected as topics for in-depth analysis in the Survey. The supplementary survey has a sample size of 1 000 respondents.

PRELIMINARY FINDINGS

2. Major preliminary findings of the main survey are as follows -

- (a) most traditional family values were still quite prevalent, but not very strong (from 16% to 49%). While there are some fluctuations over the past five years, the trend is quite stable;
- (b) majority of the respondents were willing to live with their parents (70%) and support their living (84%). The percentage of respondents willing to live with their parents dropped from 69% in 2011 to 65% in 2013 and bounced back to 70% in 2015;
- (c) decreasing number of respondents agreed to live with their adult children over the past five years (from 73% in 2011, 67% in 2013 to 65% in 2015);

- (d) 66% of the respondents agreed that marriage was a necessary step in life and 55% of the respondents agreed that child bearing was important in a marriage. While there are some fluctuations over the past five years, the general trend is quite stable. This notwithstanding, it was observed that increasing number of female respondents (married without child) considered that marriage was a necessary step in life (from 58% in 2011, 55% in 2013 to 78% in 2015). Moreover, the number of widowed respondents considered that child bearing was important in marriage showed fluctuation over the past five years (male: 61% in 2011, 39% in 2013 and 56% in 2015; female: 57% in 2011, 32% in 2013 and 73% in 2015);
- (e) 41% of the parent respondents agreed that grandparents should be closely involved in deciding how their grandchildren are brought up, which represents a 5% decrease from 46% in 2013. In particular, the number of older people (aged 55 or above) who agreed that grandparents should be closely involved in deciding how their grandchildren are brought up decreased significantly from 52% in 2013 to 40% in 2015;
- (f) more than half of the respondents accepted divorce as the best solution for a married couple who could not live together harmoniously provided that they did not have children (56%). The percentage is similar to the findings in 2011 (57%) after a rise to 63% in 2013;
- (g) quite a number of parent respondents found the stress of raising their children overwhelming (52%). When compared with 2011 and 2013, the percentage of parent respondents showing stress of raising the children dropped by more than 5%;
- (h) number of respondents who agreed that their relationship with their children has gotten worse when they grow up rose from 13% in 2011, 15% in 2013 to 19% in 2015;
- (i) majority of the respondents considered that their families functioned very well (76%) and they were satisfied with family life (80%). Compared with the findings in 2013, the proportion of respondents who were satisfied or very satisfied with their family life increased from 76% in 2013 to 80% in 2015, bouncing back to a level similar to that in 2011;

- (j) nearly half of the respondents found it difficult to balance family and work (45%). The findings in 2011, 2013 and 2015 are quite stable; and
- (k) 45% of the respondents were not aware of family-related promotional activities or programmes organised by the Government and/or other non-governmental organisations (NGOs). When compared with the findings in 2011 and 2013, the number of the respondents remained below 50% (49.8% in 2011 and 47% in 2013). Number of the respondents who had heard about such activities/programmes but did not participate remained around 40% – 44% (40% in 2011, 41% in 2013 and 44% in 2015).

3. The preliminary findings above indicated that families in Hong Kong in general functioned quite well and respondents were also generally satisfied with their family life. It is noted that some findings (2(b) to 2(h)) showed great variations from the past. Besides, respondents showing awareness of family-related promotional activities or programmes organised by the Government and/or NGOs remained below 50% over the past five years. As the main questionnaires do not cover questions examining reasons leading to the variations, Policy 21 is invited to conduct focus groups to identify reasons.

**Pilot Scheme on Thematic Sponsorship
for Supporting Family-related Initiatives (2016-17) - Framework**

INTRODUCTION

With a view to creating a pro-family environment and supporting family-related initiatives, the Home Affairs Bureau (HAB) and the Family Council (the Council) will launch a funding scheme in 2016-17 on a pilot basis for two years² to provide one-off sponsorship (the Scheme) to registered organisations³, statutory bodies or recognised community organisations⁴ to support worthwhile family-related initiatives. The proposed objectives, general features, themes, eligibility criteria, assessment of application, application procedures as well as monitoring mechanism are set out below for consideration and deliberations.

A. OBJECTIVES

The Scheme seeks to support non-profit making and worthwhile family-related initiatives which accomplish the following objectives –

- (a) to raise community awareness of family core values and the importance of families;
- (b) to promote and create a pro-family environment; and
- (c) to promote family well-being.

² While two-year funding will be earmarked for the pilot scheme, the scheme may last for about three years taking into account the completion date of the second batch of programmes/projects to be launched in the second year (i.e. 2017-18).

³ Organisations registered in Hong Kong under the Societies Ordinance (Cap.151, Laws of Hong Kong), or incorporated under the Companies Ordinance (Cap.622, Laws of Hong Kong) or its predecessor Ordinance i.e. the former Companies Ordinance (Cap.32, Laws of Hong Kong), or the Education Ordinance (Cap.279, Laws of Hong Kong), etc.

⁴ Organisations formed by statute in Hong Kong or registered on the list of charitable institutions or trusts of a public character exempt from tax under the Inland Revenue Ordinance (Cap.112, Laws of Hong Kong).

B. GENERAL FEATURES

1. HAB will set aside a total of \$6 million (i.e. \$3 million per year) for the two-year pilot Scheme to be launched in 2016-17 to support worthwhile family-related initiatives.
2. The proposed programme/project should be of a considerable scale, with a total minimum budget of \$900,000. To demonstrate the collaborative element of the Scheme and encourage community support and participation, the sponsorship shall be disbursed in the form of a matching fund. The ratio of the matching fund is proposed to be capped at 1:2, i.e. the Council will support up to two-third of the total expenses of the proposed programme/project. To ensure prudent use of public fund, the maximum amount of sponsorship from the Council for each proposed programme/project will be capped at \$1,000,000. Details are set out in Section D on Eligibility Criteria below.
3. An Assessment Panel (AP) will be formed under the Council to determine the priority of funding support. Details are set out in Section E on Assessment of Applications below.
4. The proposed programme/project should be carried out and completed within a maximum period of 18 months, including follow-up services and evaluation of programme/project (if applicable).

C. THEMES

As the subject of “family” covers a vast array of areas, it is proposed that different family-related subjects be set as the themes of the Scheme in 2016-17 and 2017-18. Proposed themes for 2016-17 are “Parent Education” and “Divorce Education”.

1. Parent Education

- (a) Good parenting requires lifelong learning of the knowledge and skills in child-rearing and nurturing the development of the child. Not only do parents need to learn how to form age-appropriate expectations for their child at the right pace, parents also have to provide a safe and nurturing environment for the child at home in taking care of child’s health, physical and emotional development.

- (b) Results of the “Family Survey 2015” (the Survey) commissioned by the Council have provided insights on the stress experienced by parents in raising children. 52% of the parent respondents indicated that they were overwhelmingly stressful in raising children.
- (c) Taking into account the importance of good parenting on the healthy development of children as well as the result of the Survey, the Council recognises the need to support initiatives which promote good parenting.
- (d) The Council may consider granting thematic sponsorship to projects and programmes aiming at inducing good parenting and/or reducing parental stress in raising children under the Scheme in 2016-17.

2. Divorce Education

- (a) In the light of the increase of divorce cases (from 15 604 in 2004 to 20 019 in 2014) and their profound impact on children and families, the Council commissioned “A study on the phenomenon of divorce in Hong Kong” (the Study) in 2012. It was completed in 2014, covering both quantitative and qualitative data to examine the issue of divorce in Hong Kong.
- (b) The Study confirmed that divorce often creates or complicates problems for both parents and children. It adversely affects family functioning, particularly parent-child relationship. While helping children adjust to the changes in their life, parents are, at the same time, faced with the difficulties of handling their own emotional, social and financial needs. In view of the above, the Study, amongst others, recommended that divorce education, designed for both children and parents experiencing divorce, can be considered.
- (c) Taking the recommendations of the Study into account, projects and programmes which aim at helping (i) divorcees adjust to the changes in their life and (ii) reduce parental conflicts and minimise children’s exposure to conflicts may be considered under the Scheme in 2016-17.

D. ELIGIBILITY CRITERIA

1. Applicant organisations must be a registered organisation, a statutory body or a recognised community organisation. These organisations/bodies or their sub-groups will be regarded as a unit and each unit is allowed to submit one sole application only. If more than one sole application is received from a unit, the unit should decide on the application to be submitted by it.
2. Joint application (i.e. application jointly made by two or more local organisations) is allowed, but a principal or lead organisation must be identified and be responsible for the application. The applicant organisation which has submitted a sole/joint application⁵ can join other organisation(s) to submit a joint application. However, they cannot be identified as the principal or lead organisation.
3. To ensure that a more significant and sustainable impact will be brought to the community, the proposed programme/project should be of a considerable scale. The minimum total budget for each proposal shall be at least \$900,000. Proposals with a total budget below \$900,000 will not be considered. While there is no ceiling on the total budget of the programme/project, the Council's sponsorship will start at \$600,000 and be capped at \$1,000,000 per programme/project.
4. To demonstrate the collaborative element of the Scheme and encourage community support and participation, the sponsorship shall be disbursed in the form of a matching fund. The applicant organisation shall provide funding from its own sources and/or from other non-governmental contributions or sponsorship⁶ to meet at least one-third of the total actual expenditure of the programme/project. To ensure prudent use of public fund, the maximum amount of the Council's sponsorship for each proposed programme/project is capped at \$1,000,000.

E. ASSESSEMENT OF APPLICATIONS

1. The AP will be formed with the Chairman of the Council as the Chairman of the AP and two Convenors of the Sub-committees under the Council as

⁵ As a principal or lead organisation in the case of joint application.

⁶ Other sources of income should not be funding provided by the Government and/or public bodies.

Members. The Chairman and Members of the AP shall declare interests in accordance with the stipulated procedures.

2. The AP may assess applications in accordance with the assessment criteria as proposed below –
 - (a) *relevancy of the theme (25%)* – the theme, objectives and contents of the programme/project should tie in with the theme(s) of the Scheme;
 - (b) *effectiveness, benefits to the community and sustainability (25%)* – for the purpose of evaluation, the applicant organisation should include in its proposal means for ongoing evaluation and targets for performance measurement to assess the overall effectiveness of the programme/project including its effectiveness in promoting family well-being. In terms of benefits to the community and sustainability, the applicant organisation should be able to demonstrate in the proposal that the proposed programme/project can generate higher level of evidence on the effectiveness and bring benefits to the community and that the project/prgramme is sustainable in the long run and scalable, e.g. its implementation experience and model can be replicated and adapted in the community. Programme/project targeting at hard-to-reach families would be accorded higher scores. “Converting the converted” should be avoided. Follow-up evaluation of outcomes on family well-being after the completion of the intervention is needed;
 - (c) *concreteness and feasibility (20%)* – the applicant organisation should be able to demonstrate the concreteness (e.g. measurable deliverables) as well as the feasibility (e.g. implementation, outreaching and financial plans) of the proposed programme/project in the proposal;
 - (d) *innovation (20%)* – the programme/project should be innovative. For programme/project which is based on, adopted or modified from programmes/projects/interventions which have been implemented before, the applicant organisation should demonstrate the new or innovative elements in the proposal. The proposed interventions should be based on some previous evidence and sound theory to support that they are potentially effective; and
 - (e) *experience and track record (10%)* – the experience and track record of the applicant organisations will be taken into consideration.

3. In processing the applications, especially those relating to the same theme and with similar coverage, the AP may direct the Secretariat to liaise with the applicant organisations to re-package the proposals in order to create greater synergy and achieve better cost-effectiveness.
4. Proposed programme/project should be non-profit making in nature and must not be used for political, religious or commercial publicity for any individuals or organisations.
5. The AP will not consider programmes/projects that are currently subvented by the Government. One-off event (e.g. carnival) for publicity purpose will not be supported.
6. Under no circumstances are applicant organisations allowed to seek and/or accept donations and/or sponsorship that may tarnish the image or reputation of the Government and the Council.
7. Programme/project involving a high proportion of capital and administration costs (taking up about 70% or more of the total budget) would normally not be considered.

F. APPLICATION PROCEDURES

1. Applications shall be made by submitting the Application Form together with all necessary supporting documents.
2. Applicant organisations may be required to attend interview to be arranged by the Secretariat of the AP as appropriate.

G. MONITORING MECHANISM

1. Monitoring mechanism will be put in place to ensure that public funds are spent prudently and in accordance with the approved budget and parameters.
2. The Sub-committee on Family Support (the Sub-committee) under the Council will play a monitoring role over the approved programmes/projects.
3. The approved fund will be disbursed in phases to the successful applicant organisation in accordance with the following milestones in general –

- (a) 40% of the approved funding upon signing of the undertaking by the successful applicant organisation and acceptance of inception report;
 - (b) 30% of the approved funding upon the acceptance of the half-yearly progress report(s)⁷ (if applicable); and
 - (c) the remaining balance of the actual expenses incurred by the successful applicant organisation will be disbursed upon acceptance of the financial report, auditor's report and final project report by the AP.
4. The successful applicant organisations will be required to submit progress reports and brief the Council and/or its Sub-committees on the progress of the programme/project. Site inspections/visits will be arranged by the Council Secretariat and/or Sub-committees where necessary.
5. If it is found in the final account that the total expenditure of the programme/project does not reach 70% of the original threshold and/or 70% of the performance targets set by the successful applicant organisation in the proposal, the Council reserves the right not to reimburse the remaining sponsorship.
6. Any changes to the content (including financial arrangements) of the programme/project should be approved by the AP in advance. If any changes are made without the prior approval of the AP, the Council reserves the right to withdraw the sponsorship.
7. To facilitate exchange of views and timely feedback to the successful applicant organisations, the Council may consider appointing interested Council Members as mentors for individual programmes/projects. The organisations will also be able to benefit from the expertise of and sharing by the mentors.

H. REVIEW OF PILOT SCHEME

1. According to the proposed timetable (please see Section I below), the financial and project reports of the first batch of projects will be submitted

⁷ If the successful applicant organisation is required to submit two half-yearly progress reports, 15% of the approved funding will be disbursed on a half-yearly basis upon acceptance of respective progress reports.

in mid-2018. We propose that an interim review of the pilot scheme be conducted in the third quarter of 2018. Upon the submission of financial and project reports of the second batch of projects in mid-2019, an overall review will be conducted to assess the cost-effectiveness and the modus operandi of the pilot scheme to facilitate the consideration of the way forward.

2. As a related matter, the Council will soon commission through the Central Policy Unit “Family Studies in Hong Kong: A Summary Analysis and Annotated Bibliography” with a view to identifying the research gap and building up a comprehensive database of family-related studies. The study is expected to be commissioned in June 2016 for completion in December 2017. We also take into account the study findings in considering the future of the Scheme.

I. PROPOSED TIMETABLE ON THE IMPLEMENTATION OF THE SCHEME

The proposed timetable for the implementation of the Scheme is set out below –

Time	Action
23 February 2016	<ul style="list-style-type: none"> • Meeting of Sub-committee on Family Support to discuss the proposed framework of the Scheme
3 March 2016	<ul style="list-style-type: none"> • Meeting of Family Council to endorse the proposed framework of the Scheme
End March to mid-June 2016	<ul style="list-style-type: none"> • Invitation of proposals
April 2016	<ul style="list-style-type: none"> • Briefing session for interested organisations
Mid-June to July 2016	<ul style="list-style-type: none"> • Vetting of proposals • Meeting(s) of Assessment Panel
August/September 2016	<ul style="list-style-type: none"> • Endorsement of the Sub-committee and Family Council on recommended projects • Notification of results to successful applicant

Time	Action
	organisations
Q4 2016	<ul style="list-style-type: none"> • Submission of inception report by successful applicant organisations • Launching of approved projects
Q1 & Q2 2017	<ul style="list-style-type: none"> • Invitation and processing of second batch of proposals for launching in 2017-18 (i.e. 2017-18 projects)
Mid 2017	<ul style="list-style-type: none"> • Submission of first half-yearly progress reports on first batch of projects (i.e. 2016-17 projects)
Q3 & Q4 2017	<ul style="list-style-type: none"> • Endorsement of the Sub-committee and Family Council on 2017-18 projects • Submission of inception report by successful applicant organisations • Launching of 2017-18 projects
End 2017	<ul style="list-style-type: none"> • Submission of second half-yearly progress reports on 2016-17 projects
Mid 2018	<ul style="list-style-type: none"> • Submission of financial report, auditor's report and project report on 2016-17 projects • Submission of first half-yearly progress reports on 2017-18 projects
Q2 2018	<ul style="list-style-type: none"> • Experience sharing session of completed projects
Q3 2018	<ul style="list-style-type: none"> • Interim review of the Pilot Scheme
End 2018	<ul style="list-style-type: none"> • Submission of second half-yearly progress reports on 2017-18 projects
Mid 2019	<ul style="list-style-type: none"> • Submission of financial report, auditor's report and project report on 2017-18 projects
Q3 2019	<ul style="list-style-type: none"> • Overall review of the Pilot Scheme