

# MESSAGE

The Hong Kong Civil Service is a cornerstone for maintaining Hong Kong's stability and prosperity.

We are firmly committed to ensuring that the Civil Service is honest, trustworthy, efficient, and provides high quality services to the public.

Since the issue of the consultation document on Civil Service Reform in March 1999, we have worked closely with departmental management and the staff sides in formulating the Reform initiatives.

We consider the Reform both timely and reasonable. It is timely because we are in an unprecedented and rapidly changing age which is knowledge-based and technology-oriented. The Civil Service must be able to deliver its services more flexibly and efficiently. We therefore need to improve the existing Civil Service systems of recruitment, training and salary structure.

The Reform is reasonable because the Government has given a firm undertaking that no serving officer will be subject to forced redundancy or will have his or her pay and conditions of service reduced under the pretext of reform.

We have implemented many major Civil Service Reform measures. For example, new starting salaries for all recruits and serving staff on transfer were implemented with effect from 1 April 2000. The Secretariat on Civil Service Discipline was formally set up on 17 April 2000 to streamline the processing of disciplinary cases in the Civil Service. A new set of employment terms and fringe benefits for recruits was introduced on 1 June 2000 to provide greater flexibility in the civil service appointment system.

We will continue to implement other Reform measures in the coming year. But we will take full account of the views of civil servants and the community in the process.



We have set out in this booklet five Key Result Areas which we aim to achieve through the action plans drawn up under six new initiatives.

We welcome your comments and suggestions on our Policy Objective and initiatives.

A handwritten signature in black ink, appearing to read 'W P Wong'.

(Joseph W P Wong)  
Secretary for the Civil Service