

## MESSAGE

The Hong Kong Civil Service is a cornerstone for maintaining Hong Kong's stability and prosperity. We strive to foster a dynamic, visionary and knowledge-based Civil Service for delivery of quality service to the community through a clean, trustworthy and fulfilled workforce.



The Civil Service Reform launched in March 1999 has enabled the Civil Service to deliver its services more flexibly and efficiently through implementation of a comprehensive framework of initiatives to modernise the management of the Civil Service. We have sustained the Reform momentum. Our efforts in the past year have set in train the implementation of the Voluntary Retirement Scheme for 59 grades and the Management Initiated Retirement Scheme for directorate officers, the development of a Civil Service Provident Fund scheme, the implementation of a pilot scheme on team-based performance rewards, the initiation of a three-year training and development programme and the establishment of a streamlined disciplinary machinery.

In the coming year, we shall see through the implementation of the Reform measures currently underway and consolidate our achievements. We shall ensure that the new entry system and exit arrangements, the revised benefits package, performance-based rewards and increased training opportunities will collectively support an aspiring and dedicated Civil Service which will become leaner and more efficient. We are on course to achieve the target of reducing the establishment of the Civil Service from the previous estimate of 198 000 as at 31 March 2000 to 181 000 by 31 March 2003.

To further modernise the Civil Service management system, we shall embark on a major review of the civil service rules and regulations to identify further scope for simplification and streamlining of procedures as well as to explore the scope for further shortening the processing time for disciplinary cases. The aim is to enhance Civil Service efficiency and to

achieve economy of resources through devolution of responsibilities within the Civil Service Bureau and to bureaux/departments. We shall take forward our initiatives through thorough consultation with departmental management and the staff sides. In the process, we shall also take full account of the community's expectations for better service, increased transparency and greater accountability of the Civil Service.

We have set out in this booklet five Key Result Areas which we aim to achieve through the action plans drawn up under 11 new initiatives.

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

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

(Joseph W P Wong)  
Secretary for the Civil Service