

立法會
Legislative Council

LC Paper No. CB(1)965/05-06
(These minutes have been seen
by the Administration)

Ref : CB1/PL/PS/1

Panel on Public Service

Minutes of meeting
held on Monday, 19 December 2005 at 10:45 am
in Conference Room A of the Legislative Council Building

- Members present** : Hon TAM Yiu-chung, GBS, JP (Chairman)
Hon LI Fung-ying, BBS, JP (Deputy Chairman)
Hon LEE Cheuk-yan
Hon James TO Kun-sun
Hon CHEUNG Man-kwong
Hon Bernard CHAN, JP
Hon Howard YOUNG, SBS, JP
Hon WONG Kwok-hing, MH
Hon KWONG Chi-kin
- Member attending** : Hon Mrs Selina CHOW LIANG Shuk-ye, GBS, JP
- Member absent** : Hon Mrs Sophie LEUNG LAU Yau-fun, SBS, JP
- Public officers attending** : Agenda Items III and IV

Mr Joseph W P WONG, GBS, JP
Secretary for the Civil Service

Mrs Rebecca LAI, JP
Permanent Secretary for the Civil Service

Agenda Item III

Mr K S SO
Deputy Secretary for the Civil Service (2)

Agenda Item IV

Mr Christopher WONG
Deputy Secretary for the Civil Service (3)

Clerk in attendance : Miss Salumi CHAN
Chief Council Secretary (1)5

Staff in attendance : Ms Rosalind MA
Senior Council Secretary (1)8

Ms Guy YIP
Council Secretary (1)1

Ms May LEUNG
Legislative Assistant (1)8

Action

- I. Confirmation of minutes of meeting**
(LC Paper No. CB(1)506/05-06 — Minutes of joint meeting of Panel on Public Service and Panel on Constitutional Affairs on 21 November 2005)

The minutes of the joint meeting with the Panel on Constitutional Affairs held on 21 November 2005 were confirmed.

- II. Date of next meeting and items for discussion**
(LC Paper No. CB(1)507/05-06(01) — List of outstanding items for discussion

LC Paper No. CB(1)507/05-06(02) — List of follow-up actions

LC Paper No. CB(1)538/05-06(01) — Letter dated 23 November 2005 from the Clerk to Panel to the Administration

LC Paper No. CB(1)538/05-06(02) — Administration's reply dated 13 December 2005)

Meeting on 16 January 2006

2. Members agreed that the following items be discussed at the next regular meeting scheduled for 16 January 2006:

- (a) Review of fringe benefit type of civil service allowances; and
- (b) Enhanced training for civil servants.

3. On paragraph 2(a) above, members noted that the Administration would brief the Panel on the latest package of change proposals for fringe benefit type of allowances and the feedback received during staff consultation. As regards paragraph 2(b), members noted that the Administration would brief the Panel on the measures taken to enhance the provision of training opportunities open to civil servants.

(Post-meeting note: At the request of the Administration and with the concurrence of the Chairman, an additional item on "Proposal to create one directorate post to provide support to the expanded Commission on Strategic Development" was added to the agenda for the meeting scheduled for 16 January 2006. Members were informed of the addition of agenda item vide LC Paper No. CB(1)675/05-06 on 10 January 2006.)

Discussion items for other meetings in the 2005-06 session

Employment of non-civil service contract (NCSC) staff

4. Members noted that, in response to the request of Mr WONG Kwok-hing and Mr LEE Cheuk-yan for advancing the discussion of the employment of NCSC staff to the meeting of the Panel on Public Service (PS Panel) in January 2006, the Administration had explained in its written reply dated 13 December 2005 that as it needed time to collect and compile the relevant statistics from bureaux/departments, the earliest possible date it could provide an update on the statistics of NCSC staff would be April 2006. The Administration had also advised that the Panel on Manpower would discuss the matter on the extension of temporary jobs in the public sector (involving both temporary jobs outsourced either to the private sectors or non-governmental organizations by the Government and some NCSC posts directly employed by government departments) at its meeting on 19 January 2006.

5. Noting that the Secretary for the Civil Service (SCS) would not be attending the meeting of the Panel on Manpower on 19 January 2006, Mr WONG Kwok-hing was concerned that Members would not be able to discuss with the Administration on the extension of the employment of those NCSC staff whose current contracts would expire in March 2006. Mr WONG therefore requested that the subject be discussed at the PS Panel meeting before April.

6. At the invitation of the Chairman, SCS explained that the Civil Service Bureau (CSB) aimed to provide the PS Panel with an update on the employment of NCSC staff in April 2006, which covered the policy and position of the employment scheme. As regards individual cases involving the employment arrangement of NCSC staff, SCS assured members that CSB would follow up the cases upon the provision of relevant information by Members. Mr WONG Kwok-hing accepted SCS's proposal.

7. Ms LI Fung-ying suggested that the subject on employment of NCSC staff be covered under the item of "Civil service establishment and related matters" scheduled for discussion at the PS Panel meeting in February 2006. SCS responded that while it remained CSB's plan to update the PS Panel on the employment of NCSC staff at the meeting in April, he would be pleased to answer members' questions on the subject, if any, at the meeting in February.

Flexible work arrangements in the Government

8. Members noted that, in response to Mr LEE Cheuk-yan's request made at the last meeting held on 21 November 2005, the Administration had undertaken to present a paper to the PS Panel on "Flexible work arrangements in the Government" in May 2006 and discuss with the Panel on the subject.

III. Development of an improved pay adjustment mechanism for the civil service: Progress update on the pay level survey

(LC Paper No. CB(1)507/05-06(03) — Paper provided by the Administration)

Briefing by the Administration

9. At the invitation of the Chairman, the Deputy Secretary for the Civil Service (2) (DSCS2) briefed members on the latest progress on the conduct of a pay level survey (PLS) for the civil service. He pointed out that at the Panel meeting held on 20 June 2005, the Administration had informed members of the appointment of a professional consultant (the Phase Two Consultant) to carry out the field work of the survey. The Phase Two Consultant had since embarked on the groundwork for the survey field work in accordance with the survey methodology as recommended by the Phase One Consultant (i.e. the consultant engaged for the design of the survey

methodology) and refined following an extensive consultation conducted in November 2004 to January 2005. According to the adopted survey methodology, an intensive job inspection process had to be carried out with the participation of management and staff to gather detailed job-related information on the civil service benchmark jobs to ensure that subsequent collection of pay data would be on the basis of broadly comparable private sector jobs. Over the past few months, the Phase Two Consultant had been making preparatory work for the job inspection process.

10. On staff consultation, DSCS2 informed members that the Administration had tasked the Phase Two Consultant to consult parties concerned at various stages of the job inspection process to ensure that the views of staff bodies/representatives and the management were fully taken into account. In the recent round of consultation carried out in September and October 2005, the Phase Two Consultant had conducted a series of technical/briefing sessions for staff side members of the Consultative Group on Civil Service Pay Adjustment Mechanism (the Consultative Group), departmental consultative committees (DCCs), all civil service staff unions/associations as well as grade and departmental management to listen to their views on the proposed approach for conducting the job inspection process. Upon the close of the consultation, a total of 46 written submissions had been received, most of which came from DCCs and staff unions/associations. The Phase Two Consultant had taken on board many of the comments from the staff bodies, and had accordingly made a number of refinements and clarifications to the proposed job inspection approach. The Consultant was finalizing the job inspection approach for incorporation into an interim report to be submitted to CSB, which would be distributed to management and staff side members as well as uploaded onto the CSB website.

11. DSCS2 also pointed out that preparatory work was being made for arranging over 1 000 post-holder representatives to attend job inspection interviews. At the next stage of work, the Phase Two Consultant would collect pay data of the identified job matches from the private sector. The data collected would then be consolidated and analyzed in accordance with the adopted survey methodology to provide guidance on the broad comparability of the pay level between the civil service and the private sector. On the survey timetable, DSCS2 informed members that judging from the current work progress, the Consultant projected that the job inspection process, which involved 193 ranks in 61 civil service grades, would be completed in around the first quarter of 2006. The data collection, consolidation and analysis work would then be carried out in around the second quarter of 2006. DSCS2 assured members that the Administration and the Consultant would continue to work closely with management and staff to conduct PLS in a professional and transparent manner.

Discussion

Appointment of the Phase Two Consultant and staff consultation

12. Ms LI Fung-ying pointed out that a number of civil service staff bodies had expressed strong objections to the appointment of the Watson Wyatt Hong Kong

Limited (Watson Wyatt) as the Phase Two Consultant given the firm's engagement in a survey commissioned by the Hong Kong General Chamber of Commerce (HKGCC) in 2002-03. In this connection, the PS Panel had passed a motion at its meeting held on 21 November 2005, requesting the Administration to replace Watson Wyatt. As the Panel and civil service staff bodies had lost confidence in Watson Wyatt, Ms LI was gravely concerned about the credibility of the results of the PLS to be conducted by that consultancy firm. She urged the Administration to respect the motion passed by the Panel and listen to the views of civil service staff bodies.

13. Mr KWONG Chi-kin pointed out that as far as he knew, some civil service staff bodies had refused to attend meetings of the Consultative Group as a protest against the Administration's appointment of Watson Wyatt as the Phase Two Consultant. He expressed concern about whether the representatives of the staff bodies concerned had resumed their participation in the consultation process.

14. The Chairman drew members' attention that the Administration's written response to the motion passed at the Panel meeting held on 21 November 2005 had been circulated to members on 16 December 2005 (LC Paper No. CB(1)542/05-06(01)). In brief, the Administration advised that there was no valid reason to overturn the decision to appoint Watson Wyatt as the Phase Two Consultant, which was taken after a proper, open and fair selection process.

15. SCS said that, at the Panel meeting held on 21 November 2005 and in the written response to the motion in December 2005, the Administration had given a detailed account of the selection and appointment procedures taken for the Phase Two Consultancy and the reasons for upholding its decision on the appointment of Watson Wyatt as the Consultant. SCS also pointed out that Watson Wyatt had provided information comparing the survey methodologies used in the HKGCC survey and the current PLS. In respect of the HKGCC survey findings, Watson Wyatt had openly clarified that the information that civil service pay was 229% higher than private sector pay was not adopted as a conclusion of that survey. The Consultant had also confirmed that its prior work for any of its client did not directly or indirectly bind or constrain the company in any manner in its conduct of the current PLS for the civil service.

16. SCS further pointed out that since the commencement of the Phase Two Consultancy in June 2005, the Consultant had been taking forward the survey in close consultation with the Consultative Group, DCCs and all civil service staff unions/associations. SCS said that the Administration appreciated that some staff bodies might continue to have lingering concern over the consultancy. He assured members that the Administration and the Consultant would continue to work closely with all staff bodies concerned to demonstrate, by act, that PLS would be conducted in a credible and professional manner and that the views of staff would be taken into account in the process. The Administration firmly believed that it was in the interest of the whole civil service and the community at large that the results of PLS were

credible. Therefore, the Administration had undertaken to release the final report of PLS, save for commercial sensitive information, when the exercise was completed.

17. DSCS2 added that save where commercially sensitive or personal data was involved, the Phase Two Consultant intended to keep parties informed of its work at various stages of the exercise. The Administration attached importance to staff participation throughout different stages of the exercise. While some representatives of the Consultative Group had chosen not to participate in some meetings with the Consultant, the grades they represented were not within the scope of the upcoming survey. Indeed, a majority of the civil service bodies, in particular the civil service bodies representing the grades included in the list of benchmark jobs, had been closely engaged in, and made contributions to, improving the job inspection process. Responding to Mr KWONG Chi-kin's further enquiry about staff consultation at the next stage of work, DSCS2 advised that the Administration had prepared information pamphlets for distribution before the next stage of the exercise, to keep civil servants abreast of the updated progress of PLS and the way they could participate in the exercise.

18. Ms LI Fung-ying urged the Administration to listen to the views of civil service staff bodies, in particular their objection against the appointment of Watson Wyatt as the Phase Two Consultant. Referring to paragraphs 6 to 9 of the paper provided by the Administration, SCS highlighted how the Administration and the Consultant had been taking forward PLS in consultation with civil service staff bodies. He reiterated that the Administration would continue to work closely with the staff bodies, taking full account of their views in the process of the exercise. He hoped that the results of PLS would be widely accepted and seen as credible, professional and fair in the eyes of the civil servants and the community.

Job inspection process

19. In response to Mr Howard YOUNG's enquiry, DSCS2 explained that job-related information on the civil service benchmark jobs, such as job content, work nature and level of responsibility, etc. would be collected in the job inspection process. Based on the information collected, the Phase Two Consultant would prepare a set of job descriptions. On Mr WONG Kwok-hing's enquiry about the information contained in the job descriptions, DSCS2 advised that detailed information on the civil service benchmark jobs would be included. The job descriptions would be passed to civil service staff bodies for comments and to the private sector for the identification of broadly comparable benchmark jobs.

20. Referring to paragraph 8 of the paper provided by the Administration, Mr KWONG Chi-kin enquired about the comments from the staff bodies which had been taken on board by the Phase Two Consultant and the refinements made to the proposed job inspection approach.

21. In reply, DSCS2 highlighted the various refinements made after taking into account comments from the staff bodies. These included: issuing guidelines to departmental management requesting them to involve all relevant staff bodies, including those not represented in DCCs, in the consultation of the exercise; requesting departmental management to ensure that 50% of the post-holder representatives were selected from nominations made by staff bodies; making revisions to the list of civil service benchmark jobs and the questionnaire for completion by departmental management to collect information on these jobs; and exercising flexibility in working out the lists of civil service benchmark jobs as well as post-holder representatives having regard to factors such as the unique characteristics and diversified work nature of civil service jobs.

Identification of broadly comparable private sector benchmark jobs

22. On the identification of broadly comparable private sector benchmark jobs, Ms LI Fung-ying expressed concern about the criteria to be adopted for assessing whether a private sector job was “broadly comparable” with a civil service benchmark job. She enquired whether the level of comparability could be quantified.

23. In response, DSCS2 explained that it was the Government’s established civil service pay policy to adopt the principle that the level of civil service pay should be broadly comparable with that of private sector pay. As such, in conducting the upcoming PLS, the Consultant would identify private sector job matches for the civil service benchmark jobs which were broadly comparable in job content, work nature, level of responsibility and typical requirements on qualification and experience to serve as a basis for pay level comparison. DSCS2 pointed out that it would not be practicable to quantify the aforesaid characteristics. In the identification of private sector benchmark jobs, the Consultant would examine in detail the information in the job descriptions of civil service benchmark jobs and exercise professional judgment in deciding whether broadly comparable private sector jobs could be identified.

24. Ms LI Fung-ying further enquired whether different weightings would be given to the elements of job-related information to facilitate a precise comparison. In reply, the Permanent Secretary for the Civil Service (PSCS) reiterated that the Consultant would exercise professional judgment in identifying broadly comparable private sector job matches for the civil service jobs as the basis for pay level comparison. She pointed out that it would not be practicable to compare strictly the job-related characteristics of two different posts in a quantified manner. The Administration was well aware of the inherent differences in the nature of operation and in employment/remuneration practices between the civil service and the private sector from the outset of the exercise and had therefore excluded civil service grades/ranks without reasonable job matches in the private sector (e.g. disciplined services grades) from the scope of the survey field. While it would not be practical/feasible to make a strict comparison between the civil service and private sector pay in view of the inherent differences, such differences were factors which

should appropriately be taken into account when the Government considered at a later stage how the survey results should be applied to the civil service.

25. Ms LI Fung-ying was concerned that given the relatively stable career of civil servants, they were generally having longer years of service in the job compared with their private sector counterparts. In this connection, Ms LI enquired whether information on the years of service would be collected during PLS and taken into account in comparing the pay levels between the civil service and the private sector. Mr KWONG Chi-kin shared Ms LI's concern and doubted whether private sector job matches could be identified for some civil service jobs given the inherent difference in career stability, in particular for jobs of relatively junior ranks such as clerical and secretarial jobs.

26. In reply, DSCS2 advised that job-related information including the years of work experience or seniority would be recorded during the job inspection interviews with post-holder representatives. Similar data on private sector benchmark jobs would also be collected to provide reference in the comparison of pay levels between the civil service and the private sector.

Way forward

27. Noting that the job inspection process would commence after the Phase Two Consultant had submitted an interim report to CSB, Mr WONG Kwok-hing proposed that civil service staff bodies be invited to attend a meeting of the Panel to present their views on the interim report.

28. SCS pointed out that the Consultant and the Administration had undertaken to take forward the survey in a transparent manner. Apart from ensuring staff participation at various stages of the exercise, all papers provided to the Panel and the Consultative Group were made available on the website of CSB or circulated to both departmental management and DCCs. As such, civil service staff bodies as well as individual civil servants could give their views to the Administration or the Panel, if they so wished, at any stage of the survey. Indeed, representatives of the Police Force Council Staff Associations had attended the Panel meeting on 21 November 2005 and expressed their views on the appointment of consultant for PLS. While some staff bodies might continue to have lingering concern over the conduct of PLS, majority of them had adopted a pragmatic approach and had been working closely with the Consultant in the preparatory work of the survey. SCS informed members that the Administration would further update the Panel on the progress of PLS at the meeting in June 2006. The Panel might, if necessary, consider the need to invite civil service staff bodies to give views on the conduct of PLS at that meeting.

29. The Chairman opined that as the Administration and the Consultant had been taking forward the survey field work of PLS in consultation with civil service staff bodies through the established consultative machinery, such as the Consultative Group and DCCs, he considered it more pragmatic for the consultation to be

continued to be conducted through the established machinery. However, civil service staff bodies were welcomed to present their views to the Panel, if they so wished. In this connection, the Chairman suggested that individual members of the Panel, if considered necessary, might consult the staff bodies on whether they wished to present views to the Panel at the present stage. Mr WONG Kwok-hing agreed with the Chairman's suggestion.

30. Given the impact of PLS on civil servants and the representativeness of civil service staff bodies, Mr KWONG Chi-kin urged CSB to collect the views of staff bodies through the established consultative machinery and consider their views thoroughly.

IV. National studies programmes and related training activities for civil servants

(LC Paper No. CB(1)507/05-06(04) — Paper provided by the Administration)

Briefing by the Administration

31. At the invitation of the Chairman, the Deputy Secretary for the Civil Service (3) (DSCS3) briefed members on the national studies programmes and related training activities currently offered to civil servants. He pointed out that CSB had made conscious efforts in recent years to expand the training opportunities open to civil servants with a view to enhancing their understanding of the latest political, social and economic developments in the Mainland. DSCS3 then gave members an overview of the new training courses and activities introduced since 2000, as follows:

- (a) In addition to the Tsinghua Programme organized for officers at Master Pay Scale (MPS) point 45 or above since 1993, CSB commissioned the Peking University to organize a similar programme in 2004. At present, both programmes lasted for 17 days, including a three-day visit to cities outside Beijing. The programmes had received very positive feedback from participants. About 1 500 civil servants had attended these programmes so far.
- (b) The National School of Administration (NSA) was commissioned to organize a two-week Advanced National Studies Programme for directorate officers since 1999. To enhance the training offered to members of the Administrative Service, CSB commissioned NSA in 2004 to organize a one-week national studies programme tailor made for directorate Administrative Officers (AOs). CSB aimed to enroll, into this programme within the next two years, all directorate AOs who had not previously attended similar training.

- (c) In 2004, CSB commissioned the China Foreign Affairs University to organize a one-week Foreign Affairs Studies Programme for directorate and other officers involved in external affairs. Two classes had been organized so far for 36 officers.
- (d) A thematic study programme had been organized since 1991 through the coordination of the Hong Kong and Macau Affairs office, taking mainly the form of familiarization visits to different provinces and cities. As at the end of 2005, 56 visits had been organized for more than 1 000 civil servants.
- (e) Under the civil service exchange programme with the Mainland, civil servants were attached to the government of the other side for three to six months. Since the initiation of the programme in 2002, the Hong Kong Special Administrative Region Government (HKSARG) had entered into exchange agreements with Beijing, Shanghai, Hangzhou and Guangdong. As at the end of 2005, 33 HKSARG civil servants and 48 mainland officials had participated in the programme.
- (f) CSB worked closely with local institutes and invited local scholars to conduct seminars on the latest developments and current issues in the Mainland. Officials and scholars from the Mainland were also invited to speak at seminars conducted in Hong Kong. More than 26 000 civil servants from different ranks had attended these seminars in the past five years.
- (g) Since 2002, the Administration had established a learning portal on national studies in the Government's website "Cyber Learning Centre Plus", providing a convenient mode of learning which allowed civil servants to pursue national studies at their own pace. The portal had been further enhanced in mid-2005.

32. On the way ahead, DSCS3 advised that with the new training programmes and diverse range of activities introduced, the training places offered to civil servants had been increased to over 300 a year in 2005. The Administration would further enhance the national studies training programmes to achieve its overall objective of deepening civil servants' understanding of the latest developments in the Mainland as well as facilitating exchange and closer ties with their Mainland counterparts.

Discussion

National studies programmes for civil servants of different ranks

33. Mr KWONG Chi-kin appreciated the Administration's effort in expanding the training opportunities open to civil servants with a view to enhancing their understanding of the latest developments in the Mainland and considered this

conducive to the implementation of “One country, two systems”. Referring to paragraph 5 of the paper provided by the Administration on the one-week national studies programme tailor made for directorate AOs, Mr KWONG was concerned whether directorate officers of the professional grades and non-directorate officers of the middle ranks were offered the same opportunities to receive training on national studies. Ms LI Fung-ying echoed Mr KWONG’s concern. In this connection, Ms LI was particularly concerned about training opportunities offered to frontline civil servants of the lower and middle ranks.

34. In reply, PSCS explained that given the difficulty in making operational arrangement for directorate AOs to attend national studies programme of a longer duration (ranging from two to three weeks), the one-week programme was tailor-made to facilitate participation of these officers in training programmes in the Mainland. As for directorate officers of other grades and non-directorate officers at the MPS 45 or above, they were already offered similar trainings of a longer duration through the programmes organized by the Tsinghua University, the Peking University and NSA.

35. DSCS3 pointed out that directorate or higher rank officers would normally have stronger operational needs to keep abreast of the latest developments and current issues in the Mainland in the discharge of their duties, such as taking forward initiatives in cooperation with the Mainland authorities and briefing delegations from the Mainland. Nevertheless, the training needs of officers of middle and lower ranks were also catered for through a variety of national studies programmes open to officers of different ranks. These included seminars on national studies and a national studies portal. Referring to paragraph 12 of the paper provided by the Administration, DSCS3 advised that among the 26 000 officers who had attended seminars on national studies in the previous five years, about 25% were below MPS 15 and about 40% were between MPS 15 to 33. He assured members that the Administration attached importance to offering training opportunities to frontline civil servants. Efforts were made by stepping up publicity in departments, enhancing the learning portal on national studies and arranging more training courses and seminars.

36. Noting that the training programmes open to officers of lower and middle ranks mainly took the form of seminars and website learning, Ms LI Fung-ying urged the Administration to consider providing training opportunities for these officers in the Mainland, for example, in the form of familiarization visits, so as to deepen their understanding of the latest developments in the Mainland through personal experience.

37. Referring to the current arrangement of inviting officials and scholars from the Mainland to speak at seminars conducted in Hong Kong, Mr WONG Kwok-hing opined that training programmes of this form could facilitate the attendance of a larger number of participants. He urged the Administration to provide more training opportunities of similar form to frontline civil servants through cooperation with departmental management and civil service staff unions.

38. The Chairman opined that given the experience and expertise of officials and scholars from the Mainland, the Administration should consider inviting more speakers from the Mainland in addition to local scholars to conduct seminars in Hong Kong. In his view, seminars with speakers from the Mainland could also help to enhance participants' proficiency in Putonghua.

39. In response, DSCS3 advised that the close ties CSB had established with renowned universities and national studies institutes in the Mainland in the past years had facilitated the work of CSB in arranging for officials and scholars from the Mainland to speak at seminars during their visits to Hong Kong. Many of these seminars were open to officers of different ranks. While some national studies programmes arranged at the departmental level had involved staff unions in their planning, there had been little involvement of staff unions in the planning and arrangement of seminars organized by CSB. DSCS3 undertook to explore ways to enhance the involvement of staff unions in this regard. SCS added that the Administration would take into consideration the views of the Chairman and Mr WONG Kwok-hing in making arrangements for seminars in future.

Admin

Admin

40. In response to the Chairman's enquiry on national studies programmes for expatriate civil servants, PSCS said that the Administration had catered for the training needs of these officers in the design and arrangements of national studies programmes, such as providing simultaneous interpretation for seminars conducted in Hong Kong. Moreover, national studies programmes with English as the medium of instruction were offered to expatriate officers by Mainland universities and institutes, such as the Peking University and Zhongshan University, and could be offered in future by NSA.

Civil service exchange programme with the Mainland

41. Referring to paragraph 8 of the paper provided by the Administration, Mr KWONG Chi-kin considered that the civil service exchange programme was beneficial to HKSARG officers in establishing ties with their Mainland counterparts. He urged the Administration to extend further the scope of the programme so as to enable more officers to participate in the programme.

42. PSCS assured members that it was the Administration's target to extend the scope of the exchange programme, both in terms of the number of participating provincial/municipal governments in the Mainland and the nature of work involved. She advised that in identifying suitable posts in government departments in HKSAR and the Mainland for the exchange programme, consideration had to be given to the operational arrangements of the departments concerned as well as the benefits participants could gain from a short-term attachment.

V. Any other business

43. There being no other business, the meeting ended at 12:10 pm.

Council Business Division 1
Legislative Council Secretariat
24 February 2006