

## **Selection of Under Secretaries and Political Assistants**

In response to Members' concern about the selection of Under Secretaries (USs) and Political Assistants (PAs) for the fourth-term Government, we would like to provide the following supplementary information.

### **Vision**

2. In his election manifesto, the Chief Executive-elect (CE-elect) states that he will develop the accountability system, establish echelons and tiers to encourage young talents to pursue a career in politics through political appointments, thereby building a reserve of talents and securing the quality human resources needed to sustain an effective and efficient administration. In addition, political appointees' remunerations should reflect their ability and experience. Their work should be of substance and subject to open public scrutiny<sup>1</sup>.

### **Attracting talents**

3. To fulfill this vision, the CE-elect is prepared to attract talents from different corners of the community. He has invited various sectors, including political parties and social organisations, to nominate candidates for appointment as US or PA. On 17 May 2012, he openly appealed to talents aspiring to join the political team of the next-term Government to submit applications. A copy of the relevant press release is at Annex. The Office of the CE-elect has received over 1 100 applications, of which about 70% are for the post of PA. Some of the applicants apply for the posts of US and PA at the same time.

### **Basic requirements**

4. According to the CE-elect, members of his political team should be of vision, committed and competent, and being competent includes the

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<sup>1</sup> Page 75 of Mr CY Leung's election manifesto.

competency to do political work. The team should be able to engage members of the public and stakeholders, explain to them various policies and solicit their support through communication and interaction.

5. It is stipulated in Article 61 of the Basic Law that “the principal officials of the Hong Kong Special Administrative Region (HKSAR) shall be Chinese citizens who are permanent residents of the Region with no right of abode in any foreign country and have ordinarily resided in Hong Kong for a continuous period of not less than 15 years”. Since USs and PAs are not regarded as principal officials, this legal restriction does not apply to them. However, the CE-elect has stated that those taking up the posts of US and PA should likewise be Chinese citizens who are permanent residents of HKSAR with no right of abode in any foreign country.

### **Selection work**

6. A five-member selection committee, chaired by the CE-elect, is responsible for the preliminary selection of suitable candidates. Members of the committee comprise the Chairman of the Hong Kong General Chamber of Commerce, Mr Anthony Wu Ting-yuk; the Deputy Chairman of the Council of Lingnan University, Ms Sophia Kao Ching-chi; the Chairman of the Kwun Tong District Council, Mr Bunny Chan Chung-bun; and the Head of the Chief Executive-elect’s Office, Mrs Fanny Law Fan Chiu-fun.

7. Selection will be carried out in two parts and applications for the post of US will be processed first. Members of the committee will separately go over all the applications and shortlist suitable candidates according to the applicant’s academic and relevant professional qualifications, working experience and achievement, experience in public service, as well as the vision towards Hong Kong (which also includes the future development of the area in which the applicant is interested) as set out in the written submission. On 11 June, the committee met for the first time to discuss the candidates chosen by individual members.

Consensus was subsequently arrived at and 39 applicants were shortlisted for individual interview with the committee to enable members to understand in greater depth the applicant's knowledge about the work of the relevant US and his or her ability or suitability for the job.

8. After ruling out applicants who are obviously unsuitable for the job, the Office of the CE-elect will forward the résumés of applicants shortlisted by the committee to the Directors of Bureau (DoB) designate. They will then arrange meetings with the candidates to go into greater details about the job requirements in order to identify the best deputy.

9. For PAs, similarly, members will separately go over all the applications to shortlist suitable candidates in the preliminary round. Group interviews will then be arranged to identify candidates for meeting with the relevant DoB/US and the best person(s) for the job.

### **Remuneration of Political Assistants**

10. In the Establishment Subcommittee paper No. EC(2012-13)5, it is proposed that a lump sum of \$1.2 million should be provided to each of the SoDs, DSoDs and DoBs (except the Secretary for Justice and the Secretary for the Civil Service) per annum for engagement of PA(s) (subject to a monthly cap of \$100,000 per month). SoDs, DSoDs and DoBs may exercise their discretion in appointing one or more than one PA.

11. The salary of individual PAs will be determined by the committee having regard to a basket of considerations, such as the candidate's academic and relevant professional qualifications, working experience and existing pay. This will help ensure objectivity of the pay level and minimize dispute.

Office of the Chief Executive-elect

June 2012

Chief Executive-elect appeals to talents to join political team

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The Chief Executive-elect, Mr C Y Leung, today (May 17) appealed to talents who aspire to join the political team of the next-term Government as an Under Secretary or a Political Assistant to submit their applications to the Chief Executive-elect's Office by the end of the month.

"I expect members of my political team to be of vision, committed and competent, and that includes competency in political work. They should be able to engage members of the public and stakeholders, explain to them various policies and solicit their support through communication and interaction," Mr Leung said.

"I specifically would like to encourage young people who want to pursue a career in politics to come forward. This will enable Hong Kong to build a reserve of talents for the long-term development of the accountability system."

A five-member selection committee, to be chaired by the Chief Executive-elect, will be responsible for the preliminary selection of suitable candidates. Members of the committee comprise the Chairman of the Hong Kong General Chamber of Commerce, Mr Anthony Wu Ting-yuk; the Deputy Chairman of the Council of Lingnan University, Ms Sophia Kao Ching-chi; the Chairman of the Kwun Tong District Council, Mr Bunny Chan Chung-bun; and the Head of the Chief Executive-elect's Office, Mrs Fanny Law Fan Chiu-fun. After the appointments of the Principal Officials are announced, relevant Secretaries of Department, Deputy Secretaries of Department and Directors of Bureau will take part in the next round of selection in order to put the team together.

People who meet the aforementioned criteria are required

to submit their personal particulars, curriculum vitae and preference for the post and bureau, together with a short essay on views on the future development of Hong Kong, by email to [application@ce-elect-office.hk](mailto:application@ce-elect-office.hk) or by mail addressed to the Chief Executive-elect's Office, 12/F, West Wing, Central Government Offices, Lower Albert Road, Central, by May 31. Please specify "Job application" on the envelope.

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