

# 立法會

## *Legislative Council*

LC Paper No. CB(4)133/12-13(03)

Ref: CB4/PL/PS

### **Panel on Public Service Meeting on 19 November 2012**

#### **Background brief on the proposal to create a non-civil service position of full-time Member in the Central Policy Unit**

#### **Purpose**

This paper provides a brief account of the role and structure of the Central Policy Unit ("CPU"), and summarizes the major concerns and views expressed by Members when deliberating previous staffing proposals for CPU.

#### **Function and structure of CPU**

2. CPU was established in 1989 and has retained its structure after 1997. According to the information on the website of CPU, the major function of CPU is to provide an alternative source of advice on policy matters to the Unit's three clients, i.e. the Chief Executive ("CE"), the Chief Secretary for Administration ("CS") and the Financial Secretary ("FS"). The work of CPU includes: conducting policy research, drafting CE's annual Policy Address, analyzing and assessing community concerns and public opinions, undertaking work for the Hong Kong Guangdong Strategic Development Research Group and providing secretariat support for the Commission on Strategic Development ("CSD"). In addition, CPU encourages, through various means such as public forums, community discussion and participation in public policy formulation. At present, the Unit's establishment comprises the Head, his Deputy, Members, Senior Researchers, Researchers and other full-time core staff and supporting personnel. The Head, Members and the researchers are employed on contract. In addition, CPU consults regularly some 40 part-time Members drawn from different sectors. The current organizational structure of the core staff of the Unit is at **Appendix I**.

## **Previous staffing proposals for CPU since 1997**

### Staffing proposal in 1998

3. In early 1998, the Administration proposed to create the following four supernumerary directorate posts for three years up to 28 February 2001 –

- (a) one post of Director of Bureau (D8) as Head, CPU;
- (b) one additional Administrative Officer Staff Grade C ("AOSGC") (D2) post to enhance support for the increased level of research activities; and
- (c) one post of Administrative Officer Staff Grade B ("AOSGB") (D3) and one post of Government Town Planner (D2) to provide secretariat support for CSD.

4. When the proposal was discussed at the Panel on Public Service ("PS Panel") on 26 January 1998 and at the Establishment Subcommittee ("ESC") on 6 February 1998, some Members expressed concern about the appropriateness of turning the post of Head, CPU into a civil service post, in view of the functions of CPU. The Administration explained that the post of Head, CPU was a non-civil service post when the Unit was established in 1989 to enable the recruitment of the right caliber of people. As the Administration had appointed a Director of Bureau as Head, CPU since 1997, it was necessary to create a supernumerary Director of Bureau post to reflect the situation at that time. The Administration would review the situation in due course as to whether the Unit should continue to be headed by a civil servant. A Member opined that it was important to require the incumbent to abide by the civil service rules and regulations during the course of employment; whether the post should be filled by a civil servant or an outsider was a separate matter to be considered by the Administration on the basis of the duties involved.

5. The staffing proposal was endorsed by ESC and subsequently approved by the Finance Committee on 27 February 1998.

Staffing proposal in 2001 and thereafter

6. In early 2001, the Administration proposed to create the following three permanent posts in CPU with effect from 1 March 2001 upon the lapse of the corresponding supernumerary posts -

- (a) one AOSGB post of (D3) and one post of Government Town Planner (D2) to continue to provide secretariat support for CSD; and
- (b) one AOSGC post (D2) to continue to perform some core research, liaison and administrative duties in CPU.

7. The staffing proposal was discussed by PS Panel on 15 January 2001 and ESC on 17 January 2001. While Members were generally supportive of the proposed creation of the Research Director post to maintain the Unit's on-going research and liaison activities, some Members expressed reservations over the proposed creation of two permanent directorate posts to provide secretariat services to CSD. The Members were concerned about the transparency of the work of CSD and the overlapping of CSD's work with the planning work undertaken by Government bureaux and departments.

8. With regard to the role and functions of CPU, a Member pointed out as the Government's think tank, CPU should provide independent advice and stimulate new thoughts not forthcoming from other bureaux and departments, which were subject to various institutional constraints. The Member considered that the staffing proposal represented a departure from CPU's original goal, and was concerned that CPU had turned into a central policy co-ordination unit. In addition, the Member opined that the long-term strategic planning and co-ordinating functions of CSD should more appropriately be undertaken by the relevant Government bureaux and departments.

9. The staffing proposal was endorsed by ESC and subsequently approved by the Finance Committee on 9 February 2001.

10. The Administration put forward further directorate staffing proposals in 2006, 2007 and 2009 to provide secretariat support for CSD<sup>1</sup>. Other than these proposals, the Administration has not submitted any

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<sup>1</sup> For more detailed background information on the staffing proposals relating to CSD, please refer to the background brief [LC Paper No. CB(4)133/12-13(05)] prepared for the PS Panel meeting on 19 November 2012.

further directorate staffing proposal in respect of CPU to the Legislative Council.

### **Recent developments**

11. On 13 July 2012, the Administration announced the appointment of Mr SHIU Sin-por, who has been a full-time member of CPU since July 2007, as the Head, CPU. The term of appointment is five years up to 30 June 2017. On 28 September 2012, CPU announced the appointment of two full-time Members to assist the Head, CPU in advising CE, CS and FS in various public policy issues<sup>2</sup>.

12. The Administration will consult PS Panel on 19 November 2012 on a staffing proposal on the creation of a non-civil service position of a full-time Member at the equivalent rank of D3 in CPU.

### **Relevant Papers**

13. A list of relevant papers is in **Appendix II**.

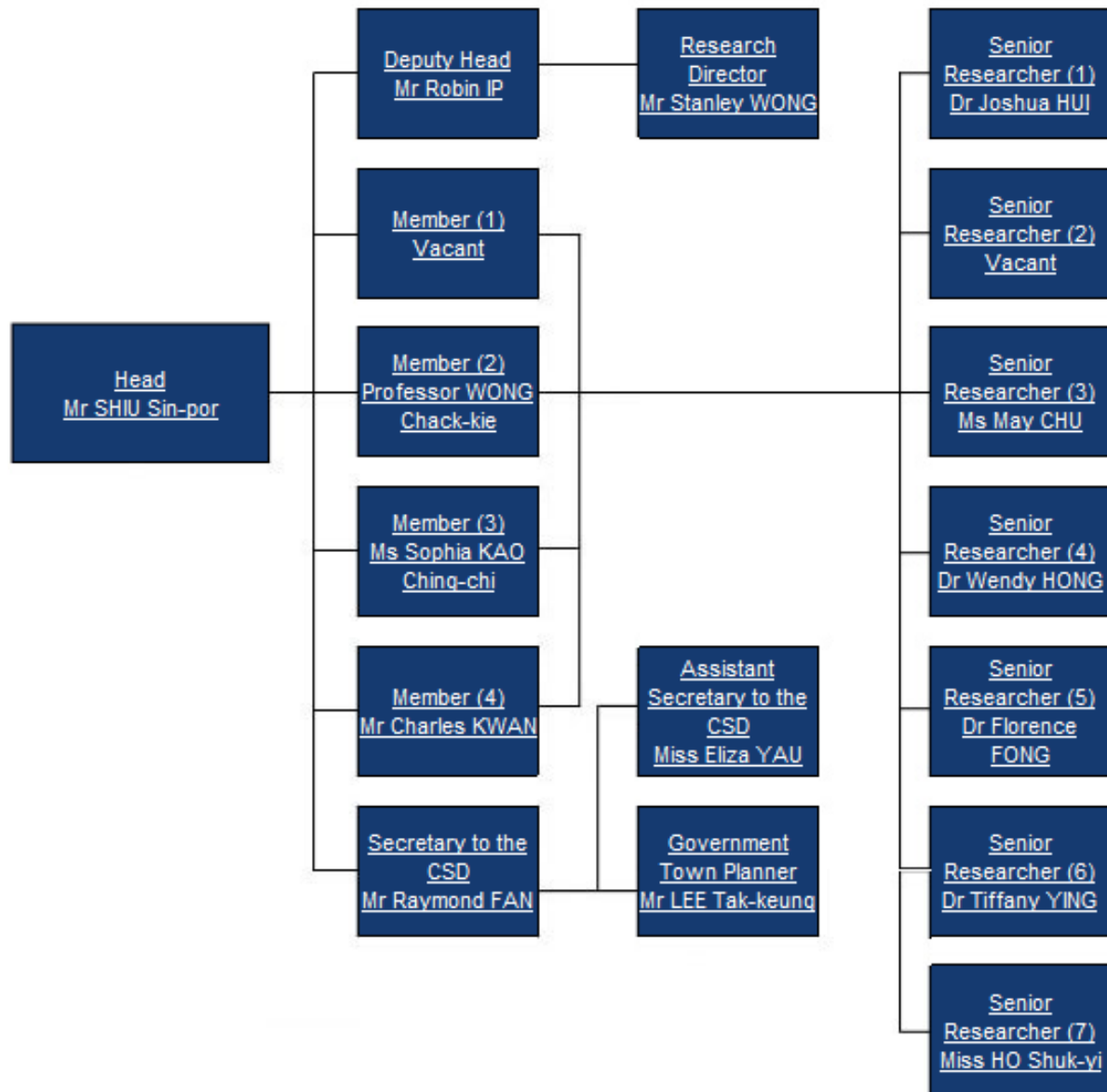
Council Business Division 4  
Legislative Council Secretariat  
14 November 2012

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<sup>2</sup> The CPU appointed Ms Sophia KAO Ching-chi and Mr Charles KWAN Wing-kei as full-time Members of the Unit. The terms of appointment of Ms KAO and Mr KWAN are from 3 October 2012 to 2 October 2014 and 3 October 2012 to 31 March 2013 respectively.

## Appendix I

### Organization structure of the core staff of the Central Policy Unit



## Appendix II

### Proposal to create a non-civil service position of full-time Member in the Central Policy Unit

#### List of relevant papers

<b>Meeting / Date of meeting</b>	<b>Minutes / Paper</b>	<b>LC Paper No.</b>
Panel on Public Service 26.1.1998	Paper provided by the Administration  Minutes of meeting	CB(2)912(03) <a href="http://www.legco.gov.hk/yr97-98/english/panels/ps/papers/ps2601-5.htm">http://www.legco.gov.hk/yr97-98/english/panels/ps/papers/ps2601-5.htm</a>  CB(2)1190 <a href="http://www.legco.gov.hk/yr97-98/english/panels/ps/minutes/ps260198.htm">http://www.legco.gov.hk/yr97-98/english/panels/ps/minutes/ps260198.htm</a>
Establishment Subcommittee 6.2.1998	Paper provided by the Administration  Minutes of ESC meeting	EC(97-98)66 <a href="http://www.legco.gov.hk/yr97-98/english/fc/esc/papers/es060266.htm">http://www.legco.gov.hk/yr97-98/english/fc/esc/papers/es060266.htm</a>  ESC65 <a href="http://www.legco.gov.hk/yr97-98/english/fc/esc/minutes/esmn0602.htm">http://www.legco.gov.hk/yr97-98/english/fc/esc/minutes/esmn0602.htm</a>
Finance Committee 27.2.1998	Minutes of meeting	FC152 <a href="http://www.legco.gov.hk/yr97-98/english/fc/fc/minutes/fcmn2702.htm">http://www.legco.gov.hk/yr97-98/english/fc/fc/minutes/fcmn2702.htm</a>

<b>Meeting / Date of meeting</b>	<b>Minutes / Paper</b>	<b>LC Paper No.</b>
Panel on Public Service 15.1.2001	Paper provided by the Administration  Minutes of meeting	CB(1)436/00-01(06) <a href="http://www.legco.gov.hk/yr00-01/english/panels/ps/papers/a436e06.pdf">http://www.legco.gov.hk/yr00-01/english/panels/ps/papers/a436e06.pdf</a>  CB(1)1045/00-01 <a href="http://www.legco.gov.hk/yr00-01/english/panels/ps/minutes/ps150101.pdf">http://www.legco.gov.hk/yr00-01/english/panels/ps/minutes/ps150101.pdf</a>
Establishment Subcommittee 17.1.2001	Paper provided by the Administration  Minutes of meeting	EC(2000-01)25 <a href="http://www.legco.gov.hk/yr00-01/english/fc/esc/papers/e00-25e.pdf">http://www.legco.gov.hk/yr00-01/english/fc/esc/papers/e00-25e.pdf</a>  ESC31/00-01 <a href="http://www.legco.gov.hk/yr00-01/english/fc/esc/minutes/es170101.pdf">http://www.legco.gov.hk/yr00-01/english/fc/esc/minutes/es170101.pdf</a>
Finance Committee 9.2.2001	Minutes of meeting	FC53/00-01 <a href="http://www.legco.gov.hk/yr00-01/english/fc/fc/minutes/fc090201.pdf">http://www.legco.gov.hk/yr00-01/english/fc/fc/minutes/fc090201.pdf</a>