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Panel on Constitutional Affairs
Background brief prepared by the Legislative Council Secretariat
for the meeting on 11 December 2009

Appointment of Under Secretaries under the Political Appointment System

Purpose

This paper provides background information and summarizes the major issues raised by Legislative Council (LegCo) Members on the appointment of Under Secretaries under the Political Appointment System (PAS).

Background

Accountability System for Principal Officials

2. The Accountability System for Principal Officials (POs) was implemented on 1 July 2002. A total of 14 POs, i.e. three Secretaries of Department and 11 Directors of Bureau, were appointed on contract. They were not civil servants and their contract did not exceed the term of the Chief Executive (CE) who nominated them for appointment. They were accountable to CE for the success or failure of matters falling within their respective portfolios.

3. Following a re-organization of the policy bureaux of the Government Secretariat with effect from 1 July 2007, there are a total of 15 POs, i.e. three Secretaries of Department and 12 Directors of Bureau.

Further Development of the Political Appointment System

4. On 26 July 2006, the Administration issued the "Consultation Document on Further Development of the Political Appointment System" proposing the creation of two additional layers of political appointment positions, namely Deputy Directors of Bureau and Political Assistants, for the following reasons -

- (a) POs needed additional support to meet the demands of people-based governance;
- (b) additional political appointments would be conducive to maintaining the political neutrality of the civil service; and

- (c) political positions at different levels of the Government could provide a more comprehensive career path for political talents to pursue.

5. On 17 October 2007, the Administration published the "Report on Further Development of the Political Appointment System" which recommended that one position of Under Secretary at the rank of Deputy Director of Bureau and one position of Political Assistant should be created for each policy bureau (except the Civil Service Bureau), and one position of Political Assistant should be created for the Chief Secretary for Administration and the Financial Secretary respectively.

6. According to the "Report on Further Development of the Political Appointment System", Under Secretaries would undertake the following work regarding LegCo business and political liaison -

- (a) handling LegCo business and strengthening the working relationship with LegCo by :
 - (i) deputizing for Directors of Bureau in their absence;
 - (ii) attending the main meetings of LegCo as assigned by Directors of Bureau to respond to motion debates and LegCo questions, and handling legislative work;
 - (iii) attending committee, subcommittee and Panel meetings of the LegCo as assigned by Directors of Bureau to explain and defend the Government's policy decisions and exchange views with LegCo Members;
 - (iv) maintaining regular liaison with LegCo Members to ensure that the process of policy formulation and implementation benefits from Members' ideas and input, and that Members acquire a fuller understanding of the position taken by the Government; and
 - (v) scheduling and securing the passage of bills, motions and subsidiary legislation as well as public expenditure proposals through LegCo, and delivering the Government's legislative and budgetary programme;
- (b) attending public forums and other functions to explain and defend proposals and decisions made by the political team and to answer questions from LegCo Members, stakeholders and the public;
- (c) maintaining close contact with the media for the purpose of enabling the media to be aware of the policy thinking of the Government; and
- (d) maintaining close contact with other stakeholders, such as District Councils, political parties/groups, community organizations as well as business,

professional and other bodies, and gauging public sentiment and establishing community-wide rapport on government policies and decisions.

7. The proposal to create 24 non-civil service positions (11 Deputy Directors of Bureau and 13 Political Assistants) under PAS with effect from 1 April 2008 was endorsed by the Establishment Subcommittee on 28 November 2007 and approved by the Finance Committee on 14 December 2007.

8. The Interpretation and General Clauses Ordinance (Amendment of Schedule 6) Order 2008 which included the Under Secretaries of the various bureaux in the list of public officers specified in Schedule 6 to Cap. 1 was tabled in LegCo on 12 March 2008. The Order came into force on 1 April 2008.

9. On 20 and 22 May 2008, the CE appointed the first batch of eight Under Secretaries and nine Political Assistants on non-civil service terms for the period ending 30 June 2012. These Under Secretaries came from the finance, legal and medical professions, academia, media and civil service.

Issues raised

Delineation of responsibilities between Under Secretaries and Permanent Secretaries

10. In the course of deliberation of PAS, some Members expressed concern about the delineation of responsibilities and the line of command between politically appointed officials and the civil service, particularly between Under Secretaries and Permanent Secretaries.

11. The Administration advised that Under Secretaries would assist the Directors of Bureau in a full range of political responsibilities including the handling of LegCo business. They would deputize for the Directors of Bureau in the latter's absence, and would attend the meetings of LegCo (to respond to motion debates and LegCo questions) and committee meetings of LegCo (to explain and defend the Government's policy decisions) as assigned by the Directors of Bureau.

12. According to the Administration, Directors of Bureau and Under Secretaries would focus more on political matters whereas Permanent Secretaries and other civil servants would focus more on policy analysis or research. In addition, Directors of Bureau or Under Secretaries would normally attend regular Panel meetings to explain Government policies. Whilst they would tackle the more political issues of the business involved, the accompanying Permanent Secretaries and/or civil service colleagues would deal with issues that were more technical in nature.

13. As for the line of command of Permanent Secretaries, the Administration advised that they would continue to report to Directors of Bureau. Under Secretaries would have no direct line of command vis-a-vis Permanent Secretaries. According to the "Report on Further Development of the Political Appointment System", Under

Secretaries, on behalf of their Directors of Bureau, could request civil servants to prepare and provide information and data, including internal analysis and paper and hold meetings with civil servants to discuss the advice being put to the Directors of Bureau. Any such request by Political Assistants should be channelled through the Directors of Bureau and Under Secretaries to minimize criss-crossing of lines of communication at the working level.

14. In her speech on the Motion of Thanks at the Council meeting on 24 October 2007, the Secretary for Civil Service advised that "[t]o maintain the civil service's political impartiality in the further development of the political appointment system, the Civil Service Bureau will issue a Civil Service Code to establish a framework under which civil servants are expected to work with the appointees under an expanded political appointment system. The Code will set out the principles and values which civil servants are expected to uphold and the roles and responsibilities of civil servants under the expanded political appointment system, thereby delineating the working relationships between the civil service and the politically appointed officials."

15. When the Administration briefed the Panel on Public Service on the draft Civil Service Code, some Members considered that the draft Code failed to define the division of roles and responsibilities between Permanent Secretaries and Under Secretaries/Political Assistants, since both Permanent Secretaries and Under Secretaries were to assist in explaining proposed policy initiatives or government policies to LegCo and the community/the media.

16. The Administration explained that as there were only some 30 politically appointed officials, they were unable to discharge the role of explaining the whole spectrum of government policies to LegCo and all relevant stakeholders without civil servants' assistance. One of the purposes of the Civil Service Code was to specify that civil servants were responsible for implementation of policies and Government decisions and to bear responsibility for administrative decisions and actions, while politically appointed officials had to bear political responsibility for policy decisions.

17. Some Members expressed concern that the draft Code did not address the issue of unclear supervising/subordinating relationship between Under Secretaries and civil servants. Members noted that Under Secretaries might, on behalf of POs, convey to civil servants the views and work priorities of POs, and that the views of Under Secretaries might be sought for the performance appraisals of civil servants who had close working relationship with them. Members considered that under these arrangements, an implied supervisor/subordinate relationship existed between Under Secretaries and civil servants.

18. The Administration explained that the draft Code already specified that working contacts between Under Secretaries/Political Assistants and civil servants should not be perceived as a supervisor/subordinate relationship. To address civil servants' concern, it was spelt out in the draft Code that the Permanent Secretaries and the appropriate civil servants in the relevant line of command were to be kept

informed as far as possible of the communication between Under Secretaries/Political Assistants and civil servants concerned.

19. The Civil Service Code was promulgated to all civil servants on 9 September 2009.

Appointment arrangements of Under Secretaries and Political Assistants

20. When CE announced the appointment of the first batch of eight Under Secretaries and nine Political Assistants in May 2008, Members and the public expressed concern about the lack of transparency in the relevant procedure, remuneration determination and nationality issues. At its meeting held on 16 June 2008, the Panel on Constitutional Affairs passed a motion moved by Hon LAU Kong-wah expressing grave disappointment that the Government had under-estimated the expectation of the public in handling matters relating to the appointment of Under Secretaries and Political Assistants and urging the Government to review the deficiencies of PAS and give an account to the public.

Appointment procedure

21. All Under Secretaries and Political Assistants are appointed and removed by CE on the advice of an appointment committee. The appointment committee is chaired by CE and comprises the Secretaries of Department, the relevant Directors of Bureau and the Director of the CE's Office (D/CEO) to consider nominations and appointments of potential candidates to fill the new political positions. The two interviewing panels for Under Secretaries and Political Assistants respectively will compile assessments at the end of each interview for the consideration of the appointment committee. Chapter 7 of the "Report on Further Development of the Political Appointment System" sets out the principles for selection and appointment of politically appointed officials (**Appendix I**).

22. Noting that D/CEO had nominated candidates for appointment as political appointees, participated in the short-listing of candidates, attended meetings at which the interviews were held, and made decisions on the appointment of candidates, some Members expressed concern about the conflicting roles played by D/CEO. Members sought information on the appointment procedure, and the number of nominations or referrals made by D/CEO.

23. The Administration informed Members that all key decisions on the appointment procedures were made by the appointment committee on a collective basis. The relevant POs would be consulted and their agreement would be secured over the proposed match, before the appointment committee decided on the exact "posting" for each Under Secretary and Political Assistant. The Administration had received over 100 nominations or referrals or self-nominations from political parties, think tanks, and government sources (Secretaries of Department, Directors of Bureau and Head of the Central Policy Unit). The Administration refused to comment on the details of nominations or referrals received from different sources, but advised that the number received from D/CEO was small.

24. Some Members also expressed concern about the qualification and experience of some of the politically appointed officials appointed in May 2008 and queried whether the most suitable candidates had been selected for the respective positions. The Administration responded that all these politically appointed officials had a strong education background and experience which could help them deliver in the new positions. The public and the media could come to their own views on the performance of these officials after they had assumed office.

25. Members may wish to note that Hon Audrey EU raised an oral question at the Council meeting on 20 May 2009 asking, among others, whether an assessment had been made of the work performance of the various Under Secretaries and Political Assistants. The Secretary for Constitutional and Mainland Affairs had replied that an assessment would be made in the middle of the terms of office of individual Under Secretaries and Political Assistants.

Remuneration determination

26. The remuneration range for Under Secretaries is broadly equivalent to the remuneration of a D4 to D6 civil servant on agreement terms with all allowances and end-of-contract gratuity encashed, while the remuneration range for Political Assistants is broadly equivalent to the remuneration of a senior professional to D2 civil servant on agreement terms with all allowances and end-of-contract gratuity encashed. There are three pay points for Under Secretaries and five for Political Assistants within the ranges approved by the Finance Committee. Given that public money was involved, Members called for the Administration to disclose the salaries of individual political appointees.

27. The Administration had issued a press release providing information on the distribution of the Under Secretaries and Political Assistants at each of the specified salary points, but not the actual salaries of individual appointees. According to the Administration, it needed to strike a balance between safeguarding their personal data and the public's right to know. In view of the sustained media interest and the continuous demand from the public, the Under Secretaries and Political Assistants eventually disclosed their personal remuneration, and the Administration issued a press release on their behalf. Members were informed that the Administration in future would make clear to any newly-appointed Under Secretaries and Political Assistants that their personal remuneration would be disclosed.

28. Members noted that the Administration had adopted the mid-point within the approved salary ranges as the anchor when considering whether to screen in a candidate. The remuneration of candidates meeting the benchmark would be set at the mid-point, and candidates who suffered pay cuts upon taking up the appointments would be offered higher salary points. Some Members questioned the logic for the Administration not to offer minimum salary point to some of the newly appointed Under Secretaries and Political Assistants, and requested it to take into account the experience and existing remuneration etc. of politically appointed officials in setting

their remuneration. They considered that the Administration had adopted double standard given that civil servants were employed at the minimum salary point but the salaries for Under Secretaries and Political Assistants started at the mid-point. These Members expressed concern that the remuneration offered to political appointees would affect civil service morale.

29. The Administration reiterated that Under Secretaries and Political Assistants (appointed in May 2008) had strong education background, came from various sectors, and possessed experience which could help them deliver in the new positions. The remuneration package offered had to be competitive and should reflect the level of responsibility for these positions. Under Secretaries and Political Assistants were not civil servants and their remuneration packages were not linked to those of the civil service. They were remunerated on the basis of a total cash package, and there were no housing allowance, no passage allowance and no gratuity benefits for them. It was therefore not appropriate to compare the level of their remuneration directly with that of civil servants. However, the Administration would consider Members' views in making a decision on the remuneration of individual politically appointed officials in future.

Nationality issue

30. According to Article 61 of the Basic Law (BL), POs shall be Chinese citizens who are permanent residents of the Hong Kong Special Administrative Region (HKSAR) 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. Following media reports that some of the politically appointed officials appointed in May 2008 were holders of foreign passports, Members raised questions as to whether the appointment of Under Secretaries with right of abode in foreign countries would contravene BL, and whether they were committed to pursue a political career in Hong Kong.

31. The Administration explained that Under Secretaries and Political Assistants had to be permanent residents of HKSAR. Since Under Secretaries were not POs, they were not required to have no right of abode in any foreign country and this was in compliance with BL. If an Under Secretary with foreign right of abode was interested in pursuing a political career in the long term, he or she could choose to surrender his or her foreign passport. It was a personal decision of the politically appointed official concerned. Members noted that five Under Secretaries with foreign right of abode had renounced their rights in this regard.

32. The Administration advised that it would remind appointees to the positions of Under Secretaries in future that the public expected them to disclose whether they had a foreign right of abode. As to whether they should renounce such a right, it was a personal decision.

Recent development

33. On 22 October 2009, CE announced the appointment of Mr LAI Tung-kok and Miss Adeline WONG as the Under Secretary for Security and Under Secretary for Constitutional and Mainland Affairs respectively from 1 November 2009 to 30 June 2012. Mr LAI, the former Director of Immigration, retired in April 2009. Miss WONG was the Deputy Director of Home Affairs before the appointment.

34. Members may wish to note that in the press release issued on the appointment, the Administration had disclosed the monthly pay for the two newly appointed Under Secretaries and the fact that they had no right of abode in any foreign country.

Relevant Papers

35. A list of the relevant papers which are available on LegCo website is in **Appendix II**.

CHAPTER 7: SELECTION AND APPOINTMENT OF POLITICALLY APPOINTED OFFICIALS

Overview

- 7.01 In this Chapter we set out our recommendation on the framework for selection and appointment of candidates to fill the new positions of Deputy Director of Bureau and Political Assistant (including the political appointees at the latter rank in the private offices of the Secretaries of Department, as appropriate).
- 7.02 As we have stressed in the consultation document, persons filling the new positions must be of the right calibre. This reflects the views received during the consultation exercise, which indicate that the selection process should be as stringent as possible.

Fundamental principles

- 7.03 As the serving CE has indicated publicly, when selecting candidates to serve as Principal Officials under the Political Appointment System for the third term government, he would look for those who “are patriotic, love Hong Kong, are committed, pragmatic, supportive of his election platform, and competent in delivering the pledges and promises in the election platform” (愛國、愛港、有承擔、務實的人士，能夠支持我的政綱，有能力可以落實這些政綱的承擔和承諾).
- 7.04 The above qualities equally apply to persons filling the proposed political positions. Therefore, their appointment should have regard to the following fundamental principles –
- (a) Deputy Directors of Bureau and Political Assistants will be part of the political team of the HKSAR Government and be responsible for the governance of Hong Kong collectively. Individuals who are appointed to fill these positions must share a common commitment to the country, HKSAR and our community;
 - (b) Deputy Directors of Bureau and Political Assistants are

expected to assist politically appointed Principal Officials in delivering the CE's election manifesto. It is imperative that they share the CE's governing philosophy, subscribe to the CE's election manifesto, share his vision in governance and are willing to work with other members of the political tier as a team;

- (c) the appointment system should enable suitable persons from a variety of backgrounds to have the opportunity to join the political team;
- (d) the appointment system should provide a certain degree of assurance on the capability of the persons chosen as regards their knowledge in the relevant fields as well as their ability to cope with political and government work; and
- (e) Deputy Directors of Bureau and Political Assistants, together with their Directors of Bureau, assume political responsibility for the decision of the political team collectively. The nature of their appointment will be different from that of civil servants.

Source and background of candidates

7.05 The Government's view (see paragraph 1.20 of the consultation paper) is that people with political party, academic, professional, business, civil service and other backgrounds can serve in the new political positions, so as to enrich and broaden the opportunities for political participation. We note the views that the composition of the new tiers of political appointees should be balanced, instead of relying on any single source. However, there is no need to set any specific ratio or limit the number of appointees of certain background. It is important to allow the CE and the Principal Officials maximum flexibility in selecting persons of the right calibre.

7.06 Whilst individuals with civil service background are one source of candidates for the new political positions, they will have to leave the civil service to take part in politics. Some have questioned the attractiveness of the new positions to civil servants, in the absence of any "revolving door" arrangement. We remain of the

view that civil servants aspiring to a political career should leave the civil service to take part in politics, and that such civil servants should resign or retire from the civil service before taking up the political appointment (see paragraphs 5.15 to 5.16 above).

- 7.07 There are a few respondents who hold the view that members of political parties are not suitable for the proposed political positions, or that they should give up any “leadership” role in their party, to ensure that the political appointees will work for the interest of Hong Kong, rather than that of individual parties. Since introducing the Political Appointment System in 2002, we have allowed members of political parties to join the Government. As one of the objectives of creating the proposed political positions is to provide a more comprehensive political career path, this objective will be defeated if members of political parties are to be accorded a lower priority than the others in taking up these positions.
- 7.08 To ensure transparency, appointees will have to declare to the Government whether they are in any way affiliated with any political party. The declaration will be made available for public inspection. When taking part in activities organised by political parties, the appointees should ensure that their participation in such activities is not in conflict with the business of the Government or their official duties, and that it will not cause any embarrassment to the Government. This should provide sufficient safeguards.

Appointment Committee

- 7.09 There are suggestions that candidates for the political positions should be identified by open recruitment. This has been the system used for civil service appointments, but it is not suitable for political appointments, and is not the case for the Principal Officials under the Political Appointment System currently. Since it is one of the fundamental principles for the political appointees to subscribe to the CE’s manifesto and be committed to assuming political responsibilities collectively for the governance of Hong Kong, the mode of open recruitment will not be appropriate.

- 7.10 We **recommend** that the CE should chair an Appointment Committee to consider nominations and appointments of potential candidates to fill the new political positions, and assess and consider the suitability of these candidates for the positions at the two additional layers. The Appointment Committee will also give advice on the remuneration package recommended for individual appointees (see paragraph 9.06 below). The Appointment Committee will comprise the Secretaries of Department, the relevant Director(s) of Bureau, and the DCEO. By having such a mechanism, the CE, the Secretaries of Department and the relevant Director(s) of Bureau can take part in the deliberation and decision-making process, to ensure that an appointee does not only possess the right calibre and qualities required, but can also work well with the Principal Official whom he is to serve.
- 7.11 There have been suggestions that consultation sessions be arranged between the LegCo and the appointees. Currently, there is no such arrangement for the Principal Officials under the Political Appointment System. We do not therefore consider that this is appropriate or necessary.

Appointment criteria

- 7.12 In line with the Basic Law, public servants serving in all departments of the HKSAR Government must be permanent residents of the Region. Persons filling the positions in the political stream of the Government are of no exception, and should all be permanent residents of HKSAR.
- 7.13 The Basic Law provides that the appointment of public servants shall be on the basis of their qualifications, experience and ability. When considering candidates for appointment to the positions of Deputy Directors of Bureau, we should have regard to the following aspects:
- (a) they should be members of considerable standing in their respective fields;

- (b) they should have expertise or experience in the various occupations, professions or sectors relevant to their portfolio;
- (c) they are also expected to have some experience in public service (which may, say, take the form of service on the Government's advisory bodies) as well as in dealing with LegCo and the media;
- (d) they should possess the necessary competencies and communications skills required for handling government work; and
- (e) they should possess the calibre required to deliver the job effectively.

7.14 When considering candidates for appointment to the positions of Political Assistants, we should have regard to the following aspects –

- (a) they should have the relevant network and connection with the respective fields;
- (b) they should have knowledge in their policy portfolio or political affairs in Hong Kong;
- (c) they are expected to have some experience in public service;
- (d) they should possess the necessary competencies and communications skills required for handling government work; and
- (e) they should possess the calibre required to deliver the job effectively.

7.15 The above parameters will serve as guidelines for considering candidates and assessing their suitability. We do not intend to set any hard and fast rules as to what constitute “calibre” required, say, by setting any minimum entry qualifications or requiring the candidates to go through any written tests, as in the case for many civil service positions.

Appointment Authority

- 7.16 The consultation document originally proposed that Deputy Directors of Bureau should be appointed and removed by the CE on the recommendation of the relevant Director of Bureau, whereas Political Assistants should be appointed and removed by the relevant Director of Bureau with the consent of the CE. Now that an Appointment Committee is proposed to be set up to consider nominations and appointments of potential candidates to fill the new political positions, we **recommend** that all Deputy Directors of Bureau and Political Assistants should be appointed and removed by the CE on the advice of the Appointment Committee.
- 7.17 The term of appointment of the Deputy Directors of Bureau and Political Assistants, as stated in their employment contracts, will not exceed the term of office of the incumbent CE⁴⁹.
- 7.18 The Deputy Directors of Bureau will be accountable to the CE through their respective Principal Officials. Like Principal Officials, they are political appointees and are expected to shoulder political responsibility for the success or failure of matters falling within their respective portfolios.
- 7.19 Under the Basic Law, appointments of principal officials are made by the Central People's Government ("CPG") at the nomination of the CE. The Basic Law has not provided for the appointment authority or the specific procedures for other political appointments. In accordance with Articles 43 and 60 of the Basic Law, the CE is the head of the HKSAR, and the head of the HKSAR Government. Our proposed appointment procedures for the two new tiers of political appointments are consistent with the Basic Law and the principle of an "executive-led" system. The fact that the Deputy Directors of Bureau will deputise for Directors of Bureau during the latter's temporary absence does not mean that the former will need to be appointed by CPG in the first place.

⁴⁹ Under Article 46 of the Basic Law, the term of office of the CE of the HKSAR shall be five years. He or she may serve for not more than two consecutive terms.

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Relevant documents

<u>Context</u>	<u>Date</u>	<u>Papers</u>
Legislative Council	6 July 2005	Official Record of Proceedings of the Council on an oral question raised by Hon SIN Chung-kai on "Recruiting People with Political Aspirations to Serve as Administrative Assistants to Directors of Bureaux"
Panel on Constitutional Affairs	26 July 2006	<p>Consultation Document on "Further Development of the Political Appointment System"</p> <p>Administration's paper on "Further Development of the Political Appointment System" [LC Paper No. CB(2)2858/05-06(01)]</p> <p>Minutes of meeting [LC Paper No. CB(2)242/06-07]</p>
	31 July 2006	<p>Administration's note on the comparison of the proposed political appointment system for Hong Kong and the system in the United Kingdom and Canada [LC Paper No. CB(2)2848/05-06(01)]</p> <p>Minutes of meeting [LC Paper No. CB(2)87/06-07]</p>
	16 October 2006	Minutes of meeting [LC Paper No. CB(2)538/06-07]
	8 May 2007	<p>Legislative Council Brief on "Re-organisation of policy bureaux of the Government Secretariat" [CAB F19/6/3/2(2007)]</p> <p>Administration's paper on "Re-organisation of policy bureaux of the Government Secretariat :</p>

<u>Context</u>	<u>Date</u>	<u>Papers</u>
		Legislative Amendments" [LC Paper No. CB(2)1780/06-07(01)] Minutes of meeting [LC Paper No. CB(2)194/07-08]
	26 May 2007	Administration's paper on "Re-organisation of Policy Bureaux of the Government Secretariat : Changes to the 2007-08 Estimates of Expenditure" [LC Paper No. CB(2)1962/06-07(01)] Minutes of meeting [LC Paper No. CB(2)956/07-08]
House Committee	8 June 2007	Report of the Subcommittee on Legislative Amendments Relating to the Proposed Re-organisation of Policy Bureaux of the Government Secretariat [LC Paper No. CB(2)2081/06-07]
Panel on Constitutional Affairs	25 July 2007	Code for Principal Officials under the Accountability System published in the Gazette on 28 June 2002 (G.N. 3845) [LC Paper No. CB(2)2462/01-02(01)]
Legislative Council	17 October 2007	Legislative Council Brief on "Implementation of Further Development of the Political Appointment System" Report on Further Development of the Political Appointment System Statement by the Secretary for Constitutional and Mainland Affairs on the Report on Further Development of the Political Appointment System at the Council meeting on 17 October 2007
Panel on Constitutional Affairs	23 October 2007	Background brief on "Further Development of the Political

<u>Context</u>	<u>Date</u>	<u>Papers</u>
		<p>Appointment System" prepared by the LegCo Secretariat [LC Paper No. CB(2)123/07-08(01)]</p> <p>Minutes of meeting [LC Paper No. CB(2)953/07-08]</p>
Establishment Subcommittee	28 November 2007	<p>Proposed creation of 24 non-civil service positions (11 Deputy Directors of Bureau and 13 Political Assistants to Directors of Bureau) with effect from 1 April 2008 under the Political Appointment System and remuneration for positions at these two ranks [EC(2007-08)11]</p> <p>Minutes of meeting [LC Paper No. ESC12/07-08]</p>
Finance Committee	14 December 2007	<p>Recommendations of the Establishment Subcommittee made at its meeting held on 28 November 2007 [FCR(2007-08)37]</p> <p>Minutes of meeting [LC Paper No. FC50/07-08]</p>
House Committee	18 April 2008	<p>Report of the Subcommittee on Interpretation and General Clauses Ordinance (Amendment of Schedule 6) Order 2008 concerning the creation of two additional layers of political appointment positions [LC Paper No. CB(2)1609/07-08]</p>
Press Release	20 May 2008	<p>Press release on CE's announcement on the appointment of the first batch of eight Under Secretaries at the rank of Deputy Directors of Bureau</p>
	22 May 2008	<p>Press release on CE's announcement on the appointment of the first batch of nine Political Assistants</p>

<u>Context</u>	<u>Date</u>	<u>Papers</u>
Legislative Council	4 June 2008	<p>Official Record of Proceedings of the Council on an oral question raised by Hon Martin LEE on "Appointment of Under Secretaries at the Rank of Deputy Director of Bureau and Political Assistants to Directors of Bureaux"</p>
Panel on Constitutional Affairs	16 June 2008	<p>Background brief on "Further Development of the Political Appointment System" prepared by the LegCo Secretariat [LC Paper No. CB(2)2250/07-08(01)]</p> <p>Administration's paper on "Further development of the Political Appointment System : Nationality and remuneration of Deputy Directors of Bureau and Political Assistants" [LC Paper No. CB(2)2225/07-08(01)]</p> <p>Hon Emily LAU's paper on further development of the Political Appointment System dated 10 June 2008 [LC Paper No. CB(2)2250/07-08(02)] (Chinese version only)</p> <p>Hon LEE Wing-tat's letter dated 10 June 2008 - Secretary for Constitutional and Mainland Affairs and the Director of Chief Executive's Office were requested to attend the meeting on 16 June 2008 [LC Paper No. CB(2)2282/07-08(01)] (Chinese version only)</p> <p>Hon LEE Wing-tat's letter dated 12 June 2008 - the Administration was requested to provide a written response to a number of questions before the meeting on 16 June 2008 [LC Paper No. CB(2)2282/07-08(02)] (Chinese version only)</p> <p>Administration's paper concerning "Voter Turnout Publicity Campaign for</p>

<u>Context</u>	<u>Date</u>	<u>Papers</u>
		<p>the 2008 Legislative Council Election" and "Further development of the Political Appointment System" dated 13 June 2008 [LC Paper No. CB(2)2299/07-08(01)]</p> <p>Administration's paper on "Further development of the Political Appointment System : Responses to the views and questions raised by Members" [LC Paper No. CB(2)2300/07-08(01)]</p> <p>Response of the Director of Chief Executive's Office to Hon LEE Wing-tat's letter [LC Paper No. CB(2)2300/07-08(02)] <i>(Chinese version only)</i></p> <p>Wording of motion moved by Hon LEE Cheuk-yan as amended by Hon LEE Wing-tat [LC Paper No. CB(2)2328/07-08(01)]</p> <p>Wording of motion moved by Hon LAU Kong-wah [LC Paper No. CB(2)2328/07-08(02)]</p> <p>Minutes of meeting [LC Paper No. CB(2)2806/07-08]</p>
Legislative Council	18 June 2008	Official Record of Proceedings of the Council on an oral question raised by Hon TAM Heung-man on "Appointment of Under Secretaries and Political Assistants to Directors of Bureaux"
	26 June 2008	Hon LEE Wing-tat moved a resolution under section 9(1) of the Legislative Council (Powers and Privileges) Ordinance proposing the ordering of papers, books, records and documents in relation to matters regarding the salary and fringe benefits of Under Secretaries and Political Assistants. The motion was negated.

<u>Context</u>	<u>Date</u>	<u>Papers</u>
	9 July 2008	<p>Official Record of Proceedings of the Council on an oral question raised by Hon LEE Cheuk-yan on "Selection and appointment of the first batch of Under Secretaries and Political Assistants to Directors of Bureaux"</p> <p>Official Record of Proceedings of the Council on an oral question raised by Hon Emily LAU on "Appointment of Under Secretaries and Political Assistants to Directors of Bureau"</p>
Panel on Public Service	15 December 2008	<p>Administration's paper on draft Civil Service Code [LC Paper No. CB(1)351/08-09(04)]</p> <p>Paper on Civil Service Code prepared by the Legislative Council Secretariat [LC Paper No. CB(1)390/08-09(01)]</p> <p>Minutes of meeting [LC Paper No. CB(1)745/08-09]</p>
Legislative Council	20 May 2009	Official Record of Proceedings of the Council on an oral question raised by Hon Audrey EU on "Under Secretaries and Political Assistants"
Panel on Public Service	19 October 2009	Administration's paper on finalised Civil Service Code issued by the Civil Service Bureau [LC Paper No. CB(1)2580/08-09(01)]
Press Release	22 October 2009	Press release on CE's announcement on the appointment of two Under Secretaries