

**For discussion
on 21 October 2011**

**Legislative Council Panel
on Information Technology and Broadcasting**

Recruitment of Director of Broadcasting

Purpose

This paper briefs Members on the outcome of the open-cum-in-service recruitment exercise conducted for the post of Director of Broadcasting (D of B) between late 2010 and mid-2011.

D of B Vacancy

2. In November 2010, the Government announced the impending departure of Mr Franklin WONG Wah-kay, ex-D of B, who indicated that he would leave the service for personal reasons after expiry of his agreement on 8 February 2011. The Government, after seeking the advice of the Public Service Commission (PSC)¹, decided to conduct an open-cum-in-service recruitment exercise to identify a suitable candidate to fill the vacancy arising from Mr Wong's departure.

Open-cum-in-service Recruitment

3. We advertised for the recruitment of the D of B post in local newspapers from 17 December 2010 to 14 January 2011 as well as within the civil service during the same period. The closing date for application was 18 January 2011.

¹ PSC is an independent statutory body and its remit is stipulated in the Public Service Commission Ordinance and its subsidiary regulations. The fundamental role of the Commission is to advise the Chief Executive on civil service appointments, promotions and discipline.

4. A Selection Board, comprising the Permanent Secretary for Commerce and Economic Development (Communications and Technology) (PSCT), Permanent Secretary for the Civil Service and Permanent Secretary for Transport and Housing (Housing) cum Director of Housing (who was the former PSCT), was formed to assess and recommend suitable candidate for appointment in the exercise.

5. An executive search consultant, Korn Ferry International (HK) Ltd, was appointed to assist in the processing of applications received and conduct of executive search for suitable candidates to fill the vacant post.

6. By the closing date for application, we received a total of 26 applications, including 20 applications in response to the recruitment advertisement and six referrals from the executive search consultant.

7. The Selection Board shortlisted eight candidates for interview. Two shortlisted candidates subsequently withdrew their applications and six were interviewed in March 2011. The Chairman of PSC attended all the interview sessions as an observer.

Conclusion of the Open-cum-in-service Recruitment Exercise

8. Having considered all relevant factors, no candidate was found to be suitable for appointment as D of B in the recruitment exercise. The Government concluded the exercise in accordance with established civil service appointment procedures. We sought the advice of PSC which had confirmed the impartiality and integrity of the recruitment exercise.

Appointment of D of B

9. Following the conclusion of the open-cum-in-service recruitment exercise, the Government considered whether to repeat the exercise or to opt for other alternatives. Having considered all relevant factors, including feedback from the last recruitment exercise, the Government's considered assessment on this occasion was that

even if we were to repeat the open recruitment exercise, the outcome would not likely be different from that of the exercise just completed. With the advice of the PSC, the Government decided in August 2011 that the best for RTHK in the circumstances would be to post an administrative officer to serve as D of B. Mr Roy Tang is a seasoned administrative officer with rich experience in public administration and proven leadership and management skills, and is qualified to serve as D of B. Accordingly, we announced the appointment of Mr Roy Tang on 9 September 2011. A copy of the press release is at **Annex**.

Posting Arrangement

10. D of B is a D5 promotion post for RTHK's departmental officers at the rank of Deputy Director of Broadcasting (D3). It has all along been the Government's intention to groom officers from within RTHK for advancement to fill the D of B post. Where internal promotion is not a viable option, open-cum-in-service recruitment would be the normal fallback arrangement. Where a D of B cannot be identified through an open-cum-in-service recruitment exercise, as in the present case, the Government would consider whether to mount another recruitment exercise or to post an officer from a different grade for a limited period of time to head the department. As explained, the Government has no intention to make this latter option a standing arrangement.

Coming Priorities for RTHK

11. In the coming years, RTHK needs to embark on various new development initiatives, including the launching of digital audio broadcasting and digital terrestrial television services, establishing the media asset management system, facilitating community involvement in broadcasting, and re-provisioning of the Broadcasting House to Tseung Kwan O. A brief description of these initiatives is as follows -

- (a) **Digital audio broadcasting (DAB) services:** RTHK and three licensed commercial broadcasters plan to launch DAB

services at end 2011 or early 2012. RTHK will provide five programme channels, comprising simulcast of the four existing AM channels and relay of one channel of China National Radio. Preparation for the service roll-out is in full gear.

- (b) **Digital terrestrial television (DTT) services:** The Government has allocated funding for RTHK to acquire additional equipment and facilities for the rollout of DTT services and to increase the production of high-definition programmes. RTHK has been preparing for the establishment of the DTT network to provide territory-wide coverage. Procurement of necessary equipment and discussions with free TV broadcasters on renting of hilltop sites concerned are on-going. RTHK's current target is to conduct technical trials for DTT in mid-2012.
- (c) **Media Asset Management (MAM) system:** The Government has set aside about \$100 million for RTHK to establish a MAM system. Phase I development of the system has begun and it is targeted to commence operation by the end of this year. The archive restoration work has also started, including making preparations to set up a workshop at Rumsey Street and recruitment of staff.
- (d) **Community Broadcasting Involvement Fund:** The Government has earmarked \$45 million for a three-year trial to promote community involvement in broadcasting. RTHK is drawing up the detailed arrangements in consultation with the Board of Advisors, and will consult the public at the end of this year.
- (e) **Re-provisioning of the Broadcasting House:** We have identified a suitable site for the new Broadcasting House in Tseung Kwan O. The technical feasibility study concerned has been completed. The town planning procedure to rezone the selected site is under way and public feedback collected from the consultation completed in early September this year on the construction of the new Broadcasting House at Tseung

Kwan O is positive. RTHK is working out the design and build arrangements as well as tendering of the project.

Succession Planning

12. We recognise the need to put in place suitable succession planning arrangements to fill RTHK's senior positions in order to take forward the various initiatives of the department. RTHK will convene promotion boards to identify suitable departmental officers to fill vacancies at directorate levels. The promotion board for the Deputy Director of Broadcasting (D3) rank has been convened recently. As regards the ranks of Assistant Director of Broadcasting (D2) and Controller (Broadcasting Services) (D1), the relevant promotion board will also be convened shortly.

Commerce and Economic Development Bureau
Civil Service Bureau
October 2011

Appointment of Director of Broadcasting

The Government announced today (September 9) that Mr Roy Tang Yun-kwong will take up the post of Director of Broadcasting on September 15, 2011. The post was vacated by Mr Franklin Wong Wah-kay upon completion of his service contract in February 2011.

Commenting on the appointment, the Secretary for the Civil Service, Miss Denise Yue, said, "Mr Tang is a seasoned Administrative Officer with rich experience in public administration and proven leadership and management skills. I have every confidence that he will continue to serve the community with professionalism and dedication in his new capacity, and ably lead Radio Television Hong Kong (RTHK) to meet the challenges ahead."

As with his predecessors, Mr Tang will ensure that RTHK's editorial independence will be adequately safeguarded.

The Government earlier conducted an open recruitment exercise, but could not identify a suitable candidate to fill the Director of Broadcasting post. Nevertheless, it remains the Government's intention to groom officers from within RTHK for advancement to senior positions of the department in accordance with the established mechanism.

Brief biographical notes on Mr Tang are set out below:

Mr Roy Tang Yun-kwong

Aged 47. Mr Tang joined the Administrative Service in July 1987. He rose to his present rank of Administrative Officer Staff Grade B1 in April 2010.

Mr Tang served in various bureaux and departments earlier in his career, including the former Finance Branch, the former Health and Welfare Branch, the former City and New Territories Administration, the Hong Kong Economic and Trade Office in Tokyo, the former New Airport Projects Co-ordination Office and the former Transport Bureau. He was Deputy Secretary for the Environment, Transport and Works (Environment) from July 2004 to March 2005, Deputy Director of Environmental Protection from April 2005 to June 2007, and Deputy Secretary for the Environment from July 2007 to May 2010. He has been Deputy Secretary for Labour and Welfare (Welfare) since May 2010.

Ends/Friday, September 9, 2011