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Legislative Council

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From : Clerk to the Legislative Council

To : All Members of the Legislative Council

Council meeting of 5 June 2019

**Amendments to Hon Tony TSE's motion on
"Improving the employment terms of civil servants,
enhancing the efficiency of policy implementation and
promoting creativity and innovation"**

Further to LC Paper No. CB(3) 614/18-19 issued on 17 May 2019, 4 Members (Hon HO Kai-ming, Hon Charles Peter MOK, Hon Jeremy TAM and Hon Holden CHOW) have respectively given notice to move amendments to Hon Tony TSE's motion. As directed by the President, the amendments will be printed in the terms in which they were handed in.

2. The President will order a joint debate on the above motion and the amendments. I set out below the relevant proceedings in which the President will:

- (a) call upon the motion mover to speak and move the motion;
- (b) propose the question on the motion;
- (c) call upon the Members who wish to move amendments to the motion to speak in the following order, but no amendment is to be moved at this stage:
 - (i) Hon HO Kai-ming;
 - (ii) Hon Charles Peter MOK;

- (iii) Hon Jeremy TAM; and
- (iv) Hon Holden CHOW;
- (d) call upon the public officer(s) to speak;
- (e) invite other Members to speak;
- (f) call upon the motion mover to speak on the amendments;
- (g) call upon the public officer(s) to speak again;
- (h) deal with the amendments in the order set out in paragraph (c) above, i.e. first invite the mover of the first amendment to move the amendment and forthwith propose and put to vote the question on the amendment, and thereafter proceed to deal with the remaining amendments; and
- (i) after all amendments have been dealt with, call upon the motion mover to reply, and then put to vote the question on the motion, or the motion as amended, as the case may be.

3. For Members' reference, the terms of the original motion and the marked-up version of the amendments are set out in the **Appendix**.

(Dora WAI)
for Clerk to the Legislative Council

Encl.

(Translation)

**Motion debate on
“Improving the employment terms of civil servants,
enhancing the efficiency of policy implementation and
promoting creativity and innovation”**

1. Hon Tony TSE’s original motion

That this Council urges the Government to adopt effective measures to improve the employment terms, manpower, working environment and continuing education and training of civil servants; raise the Government’s efficiency of decision-making, decision execution and vetting and approval process, and strengthen inter-bureau and inter-departmental cooperation and coordination; and enhance middle and senior civil servants’ creative mindset and capacity to manage changes, and promote the application and research and development of innovative technology in various government departments.

2. Motion as amended by Hon HO Kai-ming

That *as the civil service will face the peak period of civil servants’ retirement, the problem of manpower shortage in the civil service will gradually surface; in this connection*, this Council urges the Government to adopt effective measures to improve the employment terms, manpower, working environment and continuing education and training of civil servants, *so as to attract and retain talents*; raise the Government’s efficiency of decision-making, decision execution and vetting and approval process, and strengthen inter-bureau and inter-departmental cooperation and coordination; and enhance middle and senior civil servants’ creative mindset and capacity to manage changes, and promote the application and research and development of innovative technology in various government departments; *specific measures to improve the employment terms and manpower problem of civil servants are as follows:*

- (1) *increasing the number of permanent posts to attract more people to join the civil service;*
- (2) *reviewing the deduction of payroll cost of increments arrangement under the pay adjustment mechanism of the civil service;*
- (3) *extending the option to extend service to civil servants under the old scheme, so that they can choose to retire at the age of 65 (for civilian grades) or 60 (for disciplined services grades);*

- (4) *comprehensively implementing five-day week to enable the remaining 20% of civil servants who have yet to work on a five-day week pattern to expeditiously benefit from the measure;*
- (5) *increasing the number of annual leave days of civil servants under the new scheme;*
- (6) *expeditiously providing Chinese medicine services for all civil servants; and*
- (7) *providing post-retirement medical and dental benefits for civil servants under the new scheme and their eligible dependants.*

Note: Hon HO Kai-ming's amendment is marked in *bold and italic type*.

3. Motion as amended by Hon Charles Peter MOK

That, *in order to actively promote the efficiency of public administration*, this Council urges the Government to adopt effective measures to improve the employment terms, manpower, *establishment*, working environment and continuing education and training of civil servants; *including training civil servants to effectively use new technology to address the changes in the demand for and expectations of government services in the community, so as to deliver better public services to the people in a more efficient and innovative way, and exploring the inclusion of the information technology ('IT') profession in the list of civil service professional grades and reviewing afresh the arrangement of employing IT staff through the 'body-shopping' contract (i.e. 'T-contract'), so as to raise the professional status of IT staff; effectively use IT to raise the Government's efficiency of decision-making, decision execution and vetting and approval process, and strengthen inter-bureau and inter-departmental cooperation and coordination; and provide training to enhance middle and senior civil servants' creative mindset and capacity to manage changes; and promote draw reference from overseas places such as the United Kingdom and Singapore to provide courses for frontline civil servants on data analytics and science, artificial intelligence, user-oriented design, agile delivery, etc., so as to systematically train civil servants' capacity to use innovative technology, thereby promoting the application and research and development of innovative technology in various government departments.*

Note: Hon Charles Peter MOK's amendment is marked in *bold and italic type* or with deletion line.

4. Motion as amended by Hon Jeremy TAM

That *the number of civil servants who left the service has repeatedly hit record highs for reasons including unsatisfactory remuneration packages, incomprehensive on-the-job training and constantly stressful working environment*; this Council urges the Government to adopt effective measures to improve the employment terms, manpower, working environment and continuing education and training of civil servants; raise the Government's efficiency of decision-making, decision execution and vetting and approval process, and strengthen inter-bureau and inter-departmental cooperation and coordination; and enhance middle and senior civil servants' creative mindset and capacity to manage changes, and promote the application and research and development of innovative technology in various government departments; *the relevant measures include:*

- (1) *improving the remuneration packages for disciplined services staff other than the Police Force, and according equal treatment to all disciplined services staff rather than only allowing the Police Force to have an independent pay scale which enables police officers to be better remunerated;*
- (2) *abolishing the current arrangement of requiring civil servants to attend the Course on National Affairs, including the Course on National Affairs taught in the Party School of the Central Committee of Communist Party of China, so as to ensure the political neutrality and professionalism of civil servants, and arranging visits and exchanges to international cities for civil servants to broaden their international perspectives; and*
- (3) *strictly enforcing the Civil Service Code to enable civil servants to work under a politically neutral and professional environment and discharge their duties with an impartial, fair and equitable attitude.*

Note: Hon Jeremy TAM's amendment is marked in *bold and italic type*.

5. Motion as amended by Hon Holden CHOW

That *the civil service has all along been dedicated to its duties, responsible to the Government of the Hong Kong Special Administrative Region ('the SAR Government'), and supporting the administration of the SAR Government in accordance with the law and upholding the value of serving the community; in order to support the civil service to achieve its mission*, this Council urges the SAR Government to adopt effective measures to improve the employment terms, manpower, working environment and continuing education and training

of civil servants; raise the Government's efficiency of decision-making, decision execution and vetting and approval process, and strengthen inter-bureau and inter-departmental cooperation and coordination; and enhance middle and senior civil servants' creative mindset and capacity to manage changes, and promote the application and research and development of innovative technology in various government departments; *specific measures include:*

- (1) *allowing civil servants recruited before 1 June 2000 to choose to retire at the age of 65 (for civilian grades) or 60 (for disciplined services grades);*
- (2) *expanding the civil service establishment and recruiting additional staff to tie in with the growth in government services, and introducing proactive measures to retain talents;*
- (3) *reforming the pay adjustment mechanism of the civil service, including studying the introduction of a cap on the deduction of payroll cost of increments arrangement;*
- (4) *improving the medical and housing benefits of civil servants, including incorporating Chinese medicine service into the medical benefits and providing more civil servant quarters;*
- (5) *conducting better resources planning and deployment to cater for the medical and housing needs of retired civil servants;*
- (6) *regularly reviewing the grade structure of the disciplined services and the pay structure of disciplined and non-disciplined services civil servants;*
- (7) *enhancing and promoting digital government services, including online tax return filing, payment and licence renewal, and stepping up training to enhance the understanding and application of technology by the civil service; and*
- (8) *enhancing the civil service's understanding of 'one country, two systems', the Basic Law and national affairs.*

Note: Hon Holden CHOW's amendment is marked in *bold and italic type*.