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27 September 2019

Clerk to Panel on Public Service
Legislative Council
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong
(Attn.: Miss Shirley HAU)

Dear Miss HAU,

Panel on Public Service
Follow-up to meeting on 20 May 2019

The Legislative Council Panel on Public Service discussed the paper "An Overview of Training and Development for Civil Servants" (LC Paper No. CB(4)858/18-19(05)) at its meeting on 20 May 2019. The Administration was requested to provide more information about the training programmes on innovation and technology (IT) application to be provided for civil servants in 2019, including the breadth and depth of the contents of these programmes.

The Government adopts a multi-pronged approach to enhance training on IT application for civil servants to support the implementation of the Smart City Blueprint for Hong Kong. To equip civil servants with a broad-based IT knowledge and skills, the Civil Service Training and Development Institute (CSTDI) under the Civil Service Bureau (CSB) launches a variety of programmes where experts, scholars, practitioners and government officials are invited to introduce the latest IT developments and share their experiences.

To illustrate, in our leadership training programmes for middle-ranking to senior civil servants, we have incorporated new sessions on innovative leadership, technology application, smart city development, social media engagement and design thinking. Some of these new IT programmes are delivered by professionals and experts from universities and professional institutions (such as Hong Kong University of Science and Technology, Hong Kong Science and Technology Parks, and Royal College of Arts in the UK) engaged by CSTDI. In addition to attending lectures, participants are given the opportunities to work on team assignments on IT-related topics, and visit different organizations that adopt the latest IT practices. Starting from 2019, CSTDI has commenced organising workshops on "Big Data Applications: Opportunities, Challenges and Strategies" for directorate and senior officers, as well as workshops on "Big Data Analytics" and "Design Thinking Fundamentals" for middle-ranking officers on a regular basis. These workshops enable participants to develop broader perspectives on service innovation and apply new technology and design thinking at work. We have also launched new series of training programmes on "Smart City and Technology Applications" and "New Technology Development and Applications", which cover a wide range of topics including video analytics, artificial intelligence, internet of things, robotics and blockchain technology.

In the national studies programmes held in the Mainland for different levels of civil servants, we have included new training modules on smart city development, trends in using big data and e-commerce, as well as visits to advanced IT facilities and enterprises. In 2019, we have started a series of thematic visits to different cities in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA), providing opportunities for participants to share and discuss with officials, experts and trade practitioners in the new technology field.

Bureaux / Departments (B/Ds) also provide advanced IT training for their staff to meet their specific operational needs. For example, the Government Laboratory organises a 5-day workshop on Advanced Forensic Video Analysis for Investigation, and the Civil Engineering and Development Department organises a 4-day Workshop on Advanced Building Information Modelling (BIM) to enable its officers to apply the latest technologies in their work environment. Other topics of professional training provided by B/Ds include robotics application, artificial intelligence, big data analytics, blockchain and cloud computing, cyber investigation, chatbot for public communication, digital simulation in surgical operations, unmanned aerial photography and filming, and digital marketing for cultural services, etc. In

2019-20, it is expected that about 63 000 places on IT-related training will be provided for civil servants working in different B/Ds.

Yours sincerely,

(Ms Betsy LAI)
for Secretary for the Civil Service