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**CIVIL SERVICE BUREAU
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Clerk to Panel on Public Service
Legislative Council
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong
(Attn.: Miss Maggie CHUNG)

11 December 2019

Dear Miss CHUNG,

**Panel on Public Service
Follow-up to policy briefing-cum-meeting on 4 November 2019**

At the meeting of the Legislative Council Panel on Public Service on 4 November 2019, the Panel discussed the paper on “Administration's paper on the Policy Measures of the Civil Service Bureau in the 2019 Policy Address” (LC Paper No. CB(4)8/19-20(01)) and requested the Administration to provide supplementary information relating to measures taken/to be taken by the Administration to ensure political neutrality of civil servants, government school teachers and staff of Government-funded public bodies.

Article 99 of the Basic Law of the Hong Kong Special Administrative Region of the People's Republic of China states that public servants must be dedicated to their duties and be responsible to the Government of the HKSAR. Civil servants, being a key component of the public service, have the constitutional role to give their best in serving the Chief Executive and the Government of the day. According to the Civil Service Code (“the Code”), civil servants must be law-abiding, dedicated, impartial and politically neutral. The Code clearly states that political neutrality means that civil servants shall serve the Chief Executive and the Government of the day with total loyalty and to the best of their ability, no matter what their own political beliefs are. They shall not allow their own personal political beliefs to determine or influence the

discharge of their official duties and responsibilities.

The Secretary for the Civil Service wrote to all civil servants on 15 November 2019 to reiterate that the Government adopts a zero-tolerance attitude towards civil servants who violate the law, and civil servants have been cautioned against taking part in any unlawful activities and actions. A civil servant arrested for participating in illegal activities would be interdicted in the public interest. Civil servants convicted of criminal offence would not only be penalised under the law; the Government would also take disciplinary action against them in accordance with the established mechanism without tolerance.

The Government has always attached great importance to promotion and education through various means in order to uphold a high standard of conduct and integrity in the civil service. The Code is circulated regularly by bureaux / departments to all staff reminding them of the relevant requirements. All newly recruited civil servants, on appointment, are provided with the Code and required to familiarize themselves with the contents and comply with them. The Civil Service Training and Development Institute provides regular induction training programmes to explain the code of conduct to new recruits and promote the core values of the civil service. We have been reminding civil servants about the requirements of the Code through various means. In fact, the relevant measures are applicable to all civil servants, including government school teachers.

The Civil Service Bureau's remit is to formulate and implement policies on the management of the civil service. The concerned policies for the government-funded public bodies are formulated by the respective government bureaux and departments in accordance with the nature of the government-funded bodies. The views of the Panel will be passed to the concerned government bureaux and departments for consideration.

Yours sincerely,



(Ms Christina Chong)
for Secretary for the Civil Service