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16 June 2021

Clerk to Panel on Public Service
Legislative Council
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong

(Attn.: Miss Maggie CHUNG)

Dear Miss CHUNG,

Panel on Public Service

Follow-up to the discussion on civil service training

During the discussion of the Legislative Council Panel on Public Service on “Policy Measures of Civil Service Bureau in the 2020 Policy Address”, the Administration was requested to provide information on the number of training places for national studies training of civil servants, and the timeframe for civil servants to attend the training concerned. We have set out relevant information on national studies training of civil servants in our subsequent paper to the Panel in February 2021 on “Update on establishing the Civil Service College”.

The HKSAR Government attaches great importance to national studies training for civil servants. Civil servants attend national studies training at different stages of their career, including training programmes held locally and in the Mainland. Enhancing the understanding of the civil service on national affairs and the constitutional order of the HKSAR will be a key priority of civil service training. As the HKSAR is part of the country, it is important for civil servants to

servants to fully understand the constitutional order of the HKSAR established by the Constitution of the People's Republic of China ("the Constitution") and the Basic Law under the principle of "one country, two systems".

We have in recent years enhanced substantially national studies training, and have collaborated with nine Mainland institutions (including the National Academy of Governance, Tsinghua University, Peking University, China Foreign Affairs University, Zhejiang University, Nanjing University, Wuhan University, Jinan University and Sun Yat-sen University) to run national studies programmes in the Mainland. To enhance training in this area for civil servants, we will further increase the number of training places in these national studies programmes to allow more civil servants to attend training in the Mainland. We will also extend the Civil Service Staff Exchange Programme between Hong Kong and the Mainland to cover the Mainland municipalities in the Greater Bay Area ("GBA"), and continue to enhance the contents of the thematic visits to the Mainland municipalities in the GBA.

To enable new recruits to have an accurate understanding of the constitutional order established under the Constitution and the Basic Law, the Civil Service Training and Development Institute (CSTDI) has arranged for all new recruits to receive Basic Law foundation training within three years after their joining the service. The target number of new recruits receiving such training is 10 000 each year. We also run a National Studies Foundation Course for new recruits to deepen their understanding of the country's development and strengthen their sense of national identity. We would further enhance related courses provided for new recruits.

With the implementation of "The Law of the People's Republic of China on Safeguarding National Security in the HKSAR" ("the National Security Law"), topics relating to the National Security Law have also been incorporated into the Basic Law courses. In this connection, we launched in April 2021 a video talk on the National Security Law to strengthen civil servants' awareness towards safeguarding national security. The talk is delivered by the Deputy Director of the Hong Kong and Macao Affairs Office of the State Council, Mr Deng Zhonghua, and covers the necessity, urgency and legitimacy of the enactment of the NSL, the legislative intent and purpose of the NSL, as well as major institutional designs under the NSL. Civil servants are encouraged to watch the talk. In particular, civil servants reaching Master Pay Scale Point 14 or above (or equivalent) and joining the Government

on or after 1 July 2018 are required to view the talk as part of the induction training.

There have been many opportunities for middle and senior-level and directorate officers to receive training in national studies as they progress along the career ladder, so as to keep them abreast of the national policies and development from time to time. In this regard, CSTDI organises training programmes and thematic visits in the Mainland, as well as staff exchange programmes, for civil servants to gain first-hand experience about the country's latest development, thereby further strengthening their sense of national identity.

For the national studies programmes co-organised by the Civil Service Bureau and the nine Mainland institutions for middle and senior-level officers and directorate officers, the number of participants each year has increased to 1 000. In fact, the majority of directorate officers have already attended the above training programmes in the Mainland. They account for about 75% of the total number of directorate officers. As we will further increase the training places for the aforementioned programmes in the Mainland, it is our target to raise the ratio to 100%.

CSTDI also encourages civil servants to make good use of the e-learning resources on "the Cyber Learning Centre Plus", including web courses, video clips, podcasts, seminar recordings etc. to keep learning more about national affairs in various aspects.

Yours sincerely,



(Ms Betsy LAI)
for Secretary for the Civil Service