

**立法會**  
**Legislative Council**

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**Panel on Public Service**

**Meeting on 21 June 2021**

**Updated background brief on establishing the Civil Service College**

**Purpose**

This paper provides updated background information and summarizes the major views and concerns expressed by members of the Panel on Public Service ("the Panel") on the establishment of the Civil Service College ("the College") and provision of training and development opportunities for civil servants by the Civil Service Bureau ("CSB").

**Background**

2. The Government provides civil servants with learning opportunities that would equip them with the skills, knowledge and mindset necessary for providing quality service to the public. Whilst individual bureaux/departments ("B/Ds") provide vocational training to meet job-specific needs, the Civil Service Training and Development Institute ("CSTDI") under CSB focuses on training programmes that fulfill the common training needs of civil servants, such as leadership and management, language and communication, national affairs and the Basic Law. CSTDI also formulates policies on training and performance management, provides consultancy services to B/Ds on human resource management and promotes a culture of continuous learning in the civil service. For the financial year 2021-2022, the estimated financial provision for CSB for its work on civil service training and development is \$170.7 million.<sup>1</sup>

3. The Government announced in the 2018 Policy Address that a site in Kwun Tong had been identified for composite development, including the construction of the College. The Administration will tender for the design and construction of the project later in 2021, and has planned to consult the Panel on the funding proposal and submit a funding application to the Finance

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<sup>1</sup> Source: <https://www.budget.gov.hk/2021/eng/pdf/head143.pdf>

Committee in 2022. The composite development is expected to be completed by phase beginning from the end of 2026.

4. The Administration plans to establish the College in 2021 in the North Point Government Offices as an interim accommodation and are upgrading the existing facilities of CSTDI which is located in the North Point Government Offices. Apart from the facilities which have been renovated in recent years, upgrading of the Auditorium and related facilities is expected to be completed within 2021.

5. On the software front, a Civil Service Training Advisory Board comprising professionals and government officials was set up in November 2019 to prepare for the development of the College and give guidance on training programmes for the civil service and its long-term development strategy.

### **Deliberations of the Panel**

6. The major views and concerns expressed by Panel members in previous Panel meetings and the Administration's responses are summarized below.

#### National studies training for civil servants

7. Members enquired about the number of lesson hours spent on teaching "The Law of the People's Republic of China on Safeguarding National Security in the Hong Kong Special Administrative Region" ("the National Security Law") under the current Basic Law courses and how the Administration could enable new recruits to have an accurate understanding of the concept behind the National Security Law.

8. The Administration advised that it was in the course of reviewing the national studies and Basic Law training for civil servants, and would increase the lesson hours of the training courses and enrich the coverage on topics on the National Security Law, including the importance and rationale of the National Security Law, and the broader concept of national security which encompassed a wide range of areas such as ecological security, financial security and technology security.

9. Members asked whether new recruits would be assessed to ensure their understanding of national affairs after attending the National Studies Foundation Course. Some members were of the view that the Administration should take into account the assessment result of individual officers in determining their salary adjustment and promotion.

10. The Administration advised that it would explore the feasibility of assessing the feedback of new recruits and their understanding of the course contents after they had attended the relevant training course. Apart from organizing training courses or seminars in Hong Kong, the Administration also planned to organize visits in the Mainland, including the Mainland municipalities in the Greater Bay Area, for these officers so as to deepen their understanding of national affairs.

11. Some members suggested that the Administration should organize more local national studies programmes and invite academics from Mainland institutions as speakers of these programmes so as to enable civil servants at various levels to acquire knowledge about the developments in the Mainland. The Administration responded that it had all along invited Mainland experts or scholars to give talks to civil servants at various levels in Hong Kong from time to time, and would continue to do so.

#### Enhancing training programmes for civil servants

12. At the Panel meeting on 17 February 2021, members asked whether the Administration would consider increasing the number of training places, especially for new recruits, as the civil service establishment had increased by more than 30 000 in the past few years. The Administration advised that the number of training places in courses required to be attended by new recruits would be adjusted from time to time to meet the training demand of new recruits. The Administration would further increase the number of training places for directorate officers to attend national studies training courses in the Mainland, and it was the Administration's target to raise the percentage of directorate officers who had attended such programme from the current 75% to 100%.

13. Some members opined that the Administration should set up a system of continuous learning for civil servants to ensure that they were kept abreast of updated job knowledge regularly. The Administration responded that suitable training would be planned for civil servants at different stages of their career advancement to the senior levels. Continuous professional education had been practiced by some grades and ranks in the civil service, so that their officers could meet the requirements of their respective professions.

#### Training on the use of innovation and technology

14. Noting that it was the Administration's policy to build Hong Kong into a world-class smart city, many members had expressed concerns about the breadth and depth of the training relating to the use of innovation and

technology ("I&T"), big data, creativity and design thinking, smart city and new technological trends and application that would be provided to civil servants.

15. The Administration responded that in designing the training programmes on the use of I&T, CSB would consult the Innovation and Technology Bureau together with the Innovation and Technology Commission, both of which had a very close connection with the trade. Each year, CSTDI and the Office of the Government Chief Information Officer arranged training programmes on big data analytics/applications, innovative technology, artificial intelligence, design thinking, smart city, information technology security management, the use of social media and cloud computing, etc., where experts, scholars, practitioners and government officials were invited to introduce the latest I&T developments and share their experiences.

#### Impact of the Coronavirus Disease 2019 epidemic on training for civil servants

16. In reply to members' enquiries, the Administration advised that due to the epidemic, training programmes in the Mainland had to be held up, and some of the local training programmes had to be conducted online instead. The Administration had made use of the web-based learning portal, i.e. Cyber Learning Centre Plus, to provide training resources and learning materials to civil servants. The Administration had also collaborated with Tsinghua University to provide online lectures on national affairs for middle and senior-level civil servants with topics relating to economic development, international affairs, I&T, culture and history of our country.

#### Civil Service Training Advisory Board

17. Regarding members' enquiries about the work progress of the working groups set up by the Civil Service Training Advisory Board, the Administration advised that the working groups would provide recommendations on long-term training and development strategies for the civil service in four key areas of training, namely national studies and the Basic Law, leadership development, I&T applications, and international collaboration, upon completion of their work in mid-2021.

#### Civil Service College

18. Some members asked whether all retired civil servants could enjoy the services and facilities of the College. The Administration responded that the College would have a Learning Commons which would also serve retired civil servants for their continuous learning, and would run programmes with opportunities for them to share experience with serving civil servants.

### **Relevant question raised at Council meeting**

19. A Council question on the national studies and the Basic Law training for civil servants was raised on 20 March 2019. The hyperlink to the question and the Administration's response is in **Appendix**.

### **Latest position**

20. The Administration will provide further update on the preparation work for establishing the College at the Panel meeting on 21 June 2021.

### **Relevant papers**

21. A list of relevant papers is in the Appendix.

Council Business Division 4  
Legislative Council Secretariat  
17 June 2021

**List of relevant papers**

Meeting	Date of meeting	Paper
Panel on Public Service	19 December 2016	<u>Administration's paper</u>  <u>Updated background brief prepared by the Legislative Council Secretariat</u>  <u>Minutes</u>
	21 May 2018	<u>Administration's paper</u>  <u>Updated background brief prepared by the Legislative Council Secretariat</u>  <u>Minutes</u>
	20 May 2019	<u>Administration's paper</u>  <u>Updated background brief prepared by the Legislative Council Secretariat</u>  <u>Minutes</u>  <u>Administration's follow-up response to issues raised at the Panel meeting</u>
	4 May 2020	<u>Administration's paper</u>  <u>Updated background brief prepared by the Legislative Council Secretariat</u>  <u>Minutes</u>
	17 February 2021	<u>Administration's paper</u>  <u>Updated background brief prepared by the Legislative Council Secretariat</u>  <a href="#">Minutes</a>

Meeting	Date of meeting	Paper
Council meeting	20 March 2019	<u>Question raised by Dr Hon Priscilla LEUNG on "National studies and the Basic Law training for civil servants"</u>