

**立法會**  
**Legislative Council**

LC Paper No. CB(4)1383/20-21(04)

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**Panel on Public Service**

**Meeting on 23 August 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 Administration announced in the 2018 Policy Address that a site in Kwun Tong had been identified for composite development, including the construction of the College. It has been preparing to seek funding approval for this Kwun Tong Composite Development project from the Legislative Council as early as possible, with a view to enabling commencement of construction

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

works in 2022 and completion of the project by phases starting from end of 2026.

4. The Administration plans to establish the College in 2021. The North Point Government Offices will be used as an interim accommodation. Upgrading of the existing facilities of CSTDI in the North Point Government Offices, including 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.

6. At the Panel's meeting on 21 June 2021, the Administration briefed members on its proposal to create a new one-rank grade post of Head of the College at D6 level in 2021-2022,<sup>2</sup> in order to tie in with its plan to establish the College in 2021. Panel members supported the Administration's submission of the above proposal which was subsequently endorsed by the Establishment Subcommittee on 23 July 2021. The Administration aims to appoint the Head of the College by the first quarter of 2022.

## **Deliberations of the Panel since 2016-2017 session**

### Head of the Civil Service College

7. At the Panel meeting on 21 June 2021 and the meeting of the Establishment Subcommittee on 23 July 2021, members noted that the Head of the College would be appointed on civil service agreement terms for three years so as to allow more flexibility in engaging suitable talents. Taking into account the qualifications and expertise required of the post, the Administration considered it appropriate to pitch the post at D6 level. The Head of the College would be selected through an open recruitment exercise, so that the Administration could source the right person for the post from a wider pool of candidates including serving and retired civil servants, as well as candidates from outside the civil service. The Head of the College would lead the College in mapping out and implementing training strategies in support of the overall Government directives and priorities.

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<sup>2</sup> For details, see the Administration's paper [LC Paper No. CB\(4\)1131/20-21\(04\)](#).

8. In response to members' enquiry on the reporting hierarchy of the Head of the College, the Administration advised that the Head of the College would report to the Permanent Secretary for the Civil Service ("PSCS") and through PSCS, to the Secretary for the Civil Service. The Secretary for the Civil Service would oversee and be accountable for the operation of the College, and work closely with PSCS and the Head of the College.

9. Members also enquired about the implications on the existing directorate posts in CSTDI after the appointment of the Head of the College. The Administration advised that at present, CSTDI was overseen by the Deputy Secretary (Civil Service)<sup>3</sup>, who was also responsible for overseeing the Staff Relation Division, Conduct and Discipline Division and Secretariat on Civil Service Discipline of CSB. Upon the creation of the post of the Head of the College and filling of the post, work related to training and development would be taken up by the Head of the College, and the Deputy Secretary (Civil Service)<sup>3</sup> would devote more time to the other duties which were increasingly demanding.

#### National studies training for civil servants

10. 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.

11. 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.

12. 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.

13. 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.

14. 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.

15. 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%.

#### Continuous learning and overseas training opportunities

16. 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.

17. There was a suggestion that the Administration should continue the provision of training opportunities for civil servants to attend courses at overseas renowned institutions after the establishment of the College. In this regard, the Administration advised that it would continue to provide overseas training opportunities for civil servants.

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

18. 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.

19. 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.

#### Civil Service Training Advisory Board

20. 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.

#### Training for retired civil servants

21. 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**

22. 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 the **Appendix**.

**Latest position**

23. The Administration will brief members on the way forward for the Kwun Tong Composite Development project which includes the construction of the long-term accommodation for the College at the Panel meeting on 23 August 2021.

**Relevant papers**

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

Council Business Division 4  
Legislative Council Secretariat  
18 August 2021

**Establishing the Civil Service College**  
**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>Background brief prepared by the Legislative Council Secretariat</u>  <u>Minutes</u>

Meeting	Date of meeting	Paper
	21 June 2021	<u>Administration's paper</u> <u>Updated background brief prepared by the Legislative Council Secretariat</u>
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>