

ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

**HEAD 47 – GOVERNMENT SECRETARIAT :
OFFICE OF THE GOVERNMENT CHIEF INFORMATION
OFFICER¹**

**HEAD 135 – GOVERNMENT SECRETARIAT :
INNOVATION, TECHNOLOGY AND INDUSTRY BUREAU
Subhead 000 Operational expenses**

Members are invited to recommend to the Finance Committee the following proposals for the internal re-organisation of the Office of the Government Chief Information Officer and the Efficiency Office under the Innovation, Technology and Industry Bureau with effect from 25 July 2024, or with immediate effect upon approval of the Finance Committee, whichever is the later –

- (a) the creation of one permanent post under Head 47 Government Secretariat: Office of the Government Chief Information Officer to co-ordinate work and implement measures for facilitating the development of smart city and digital economy related industries in Hong Kong, and cross-boundary data flow in the Guangdong-Hong Kong-Macao Greater Bay Area and related collaboration with the Mainland –

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¹ The title of Head 47 will be changed from Government Secretariat: Office of the Government Chief Information Officer to Government Secretariat: Digital Policy Office upon the re-organisation of the Office of the Government Chief Information Officer and the Efficiency Office, subject to the Finance Committee's approval.

1 Assistant Director of Information Technology Services
(D2) (\$189,150 - \$206,700)

- (b) the creation of one permanent post under Head 47 Government Secretariat: Office of the Government Chief Information Officer –

1 Administrative Officer Staff Grade B1
(D4) (\$249,500 - \$264,800)

to be offset by the deletion of one permanent post under Head 135 Government Secretariat: Innovation, Technology and Industry Bureau –

1 Head, Efficiency Unit
(D4) (\$249,500 - \$264,800)

- (c) the deletion of the following grade and rank –

Head, Efficiency Unit
(D4) (\$249,500 - \$264,800)

- (d) the creation of eight permanent posts under Head 47 Government Secretariat: Office of the Government Chief Information Officer to effect the transfer of posts –

1 Deputy Head, Efficiency Unit
(D3) (\$219,850 - \$240,000)

1 Administrative Officer Staff Grade C
(D2) (\$189,150 - \$206,700)

3 Assistant Director of Management Services
(D2) (\$189,150 - \$206,700)

2 Principal Management Services Officer
(D1) (\$159,150 - \$174,200)

1 Principal Executive Officer
(D1) (\$159,150 - \$174,200)

to be offset by the deletion of the same permanent posts under Head 135 Government Secretariat: Innovation, Technology and Industry Bureau –

1 Deputy Head, Efficiency Unit
(D3) (\$219,850 - \$240,000)

1 Administrative Officer Staff Grade C
(D2) (\$189,150 - \$206,700)

3 Assistant Director of Management Services
(D2) (\$189,150 - \$206,700)

2 Principal Management Services Officer
(D1) (\$159,150 - \$174,200)

1 Principal Executive Officer
(D1) (\$159,150 - \$174,200)

- (e) the revision and redistribution of duties and responsibilities among the directorate posts of the Office of the Government Chief Information Officer and the Efficiency Office.

PROBLEM

In the 2023 Policy Address (PA), the Chief Executive (CE) announced that the Government would set up the Digital Policy Office (DPO) by merging the existing Office of the Government Chief Information Officer (OGCIO)

/and

and the Efficiency Office (EffO), responsible for formulating policies on digital government, data governance and information technology (IT). In order to set up the DPO, we need to re-organise the establishment of the OGCIO and the EffO.

PROPOSAL

2. We propose to form the DPO through re-organising the existing structure of the OGCIO and the EffO with effect from 25 July 2024, or with immediate effect upon approval of the Finance Committee (FC), whichever is the later. The package of proposal will lead to the following changes in the number and deployment of permanent posts –

- (a) the creation of one permanent Assistant Director of Information Technology Services (ADITS) (D2) post to co-ordinate work plans and implement measures for facilitating the development of smart city and digital economy related industries in Hong Kong, and cross-boundary data flow in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) and related collaboration with the Mainland;
- (b) the regrading of one existing one-rank grade directorate post of the Commissioner for Efficiency (C, Eff) from the grade of Head, Efficiency Unit (HEU) (D4) to an Administrative Officer (AO) grade post ranked at Administrative Officer Staff Grade B1 (AOSGB1) (D4) upon the setting up of the DPO, and deleting the grade and rank of HEU after implementation of the regrading proposal;
- (c) the transfer of nine permanent directorate posts of various ranks, namely, one AOSGB1 (D4) (regraded from HEU (D4) as mentioned in paragraph 2(b)), one Deputy Head, Efficiency Unit (DHEU) (D3), one Administrative Officer Staff Grade C (D2), three Assistant Director of Management Services (D2), two Principal Management Services Officer (D1) and one Principal Executive Officer (D1) posts from the EffO to the proposed DPO; and
- (d) changes to the corresponding civil service directorate establishment, as well as revision and redistribution of duties and responsibilities among the directorate posts (including nine posts to be transferred from the EffO as mentioned in paragraph 2(c) above, and 15 existing posts in the OGCIO²) in response to the new policy portfolios of the proposed DPO.

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² Including one Government Chief Information Officer (D6), one Deputy Director of Information Technology Services (D3), four ADITS (D2) and nine Chief Systems Manager (D1) posts.

The recommendations in paragraphs (b) to (d) above, made on the basis that there will be no increase in manpower, will involve corresponding changes to the civil service establishment ceilings, including the transfer of non-directorate civil service establishment from the EffO to the proposed DPO.

JUSTIFICATION

Need for Acceleration of Digitalisation and Development of Digital Government

3. Digitalisation can drive economic development and social innovation. It facilitates the upgrading and transformation of enterprises, boosts efficiency, stimulates innovation and enhances competitiveness. The digitalisation process also accelerates transformation in the public sector and the way the Government delivers public services to meet the changing needs and public expectation in the digital era.

4. In the past two decades or so, the Government has taken forward a number of computerisation and e-government initiatives to build a digital government. With the “new normal” taking roots locally after COVID-19, the need for more and better e-government services has become even more obvious and imminent. Further to the setting of targets in the 2022 PA³ relating to full digitalisation of government submissions by mid-2024 and launch of one-stop e-government services portal by end-2025, the CE announced in the 2023 PA the establishment of the DPO, by merging the OGCIO and the EffO, to enhance governance and advance the development of digital government.

Objectives of the DPO

5. The proposed DPO represents a consortium of know-how of the OGCIO and the EffO specialised in IT and business process re-engineering, elevating their role from being advisory and rendering support to various bureaux and departments (B/Ds) into one that spearheads promotion of digital policies. In this connection, the setting up of the DPO does not just involve organisational changes, but also highlights the importance of digital policies in enhancing government business processes and public service delivery.

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³ The 2022 PA announced the Government’s target to digitalise all licensing and government services involving application and approval by mid-2024. If it is so required by law or international practice, applicants will only need to visit the relevant government office once. Moreover, the Government will drive all government departments to use the “iAM Smart” to provide one-stop electronic services to citizens by 2025.

6. With data as the cornerstone of digital economy and smart city, the proposed DPO will proactively promote the implementation of data-driven, people-centric, and outcome-based digital policies within the Government and across sectors. Specifically, it will advocate to B/Ds the potential and power of data, as well as the importance of data-driven policy formulation and smart innovation, as these are the key to improving the Government's efficiency and services to better serve our people and the business sector.

Proposed Organisation Structure of the DPO

Encl. 1

7. The Commissioner for Digital Policy (CDP) will lead the proposed DPO and assume the responsibilities of formulating policies and measures relating to digital government, data governance and IT, and providing steer to B/Ds on digital policies and their implementation. The proposed job description of the CDP is at Enclosure 1. The post will be assumed by the incumbent Government Chief Information Officer (GCIO). Therefore, the CDP post will be pitched at the existing rank of GCIO (D6) as a one-rank grade directorate post, and it can be filled either by a civil servant through in-service appointment or by an external candidate through an open recruitment process.

8. The CDP will be underpinned by three Deputy Commissioners for Digital Policy, each heading a dedicated branch to deliver the work priorities of the DPO, namely digital government, data governance and digital infrastructure. Details are set out in the ensuing paragraphs.

(I) Digital Government

9. The proposed Digital Government Branch of the DPO will be responsible for spearheading the development of digital government to bring impact, convenience and benefits to the public and the business sector; prompting B/Ds to embrace a transformative mindset in delivering public services; and proactively devising digital plans to enhance public services. It also seeks to incorporate the concept and core drivers of digital transformation into B/Ds' operations and future strategies, with a view to improving efficiency and effectiveness.

10. The Digital Government Branch will be led by Deputy Commissioner (Digital Government) and the post will be filled by an AOSGB1 (D4) who will oversee the following areas of work –

/(i)

- (i) *Digital Government Policies and Standards* – To set policies and standards for B/Ds, track improvements and progress continuously, and submit regular reports on the Government’s digitalisation progress to the senior management. The work includes driving B/Ds to adopt advanced technologies in launching over a hundred of digital government initiatives, for example, issuing and verifying certain licences and certificates electronically by using blockchain technology, enhancing security in public cargo areas by employing artificial intelligence (AI) technology, providing automated parking systems in newly completed government car parks and short-term tenancy car parks, providing electronic payment options for all government fees within this year, developing smart search-and-rescue mobile applications and enhancing the 1823 enquiry service through AI chatbot;
- (ii) *Research and Collaboration* – To initiate studies on local and international development and best practices to identify areas of public services for further digitalisation, major improvement and significant benefits, including co-ordinating the implementation of joint and cross-departmental digitalisation projects, as well as collaborating with outside parties; and
- (iii) *Skill Enhancement* – To enhance e-government capabilities and impart the latest developments in IT, data and cybersecurity to the senior management. Possible initiatives include exploring with the Civil Service College on providing briefings, seminars and/or training to the senior management of B/Ds, enabling them to navigate the digital landscape in an effective and versatile manner.

11. Deputy Commissioner (Digital Government) will also oversee the implementation of business facilitation initiatives and the operation of the Social Innovation and Entrepreneurship Development Fund. The post will be assumed by the incumbent C, Eff, whose post is the one-rank grade post of HEU (D4) and has been filled by an AOSGB1. In the light of past experience and practical consideration, we propose to formalise this arrangement by regrading the one-rank grade post of HEU (D4) to an AO grade post ranked at AOSGB1 (D4). Detailed justifications are provided in paragraphs 19 to 20 below.

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(II) Data Governance

12. Data is the foundation and core for the formulation of digital policies. The proposed Data Governance Branch of the DPO will be responsible for formulating and promulgating policies and measures on data governance, with a view to fostering the opening up and sharing of more data; breaking information silos; harnessing technologies to analyse and leverage data; and innovating public services with the aid of IT and data.

13. The Data Governance Branch will be led by Deputy Commissioner (Data Governance)⁴ and the post will be filled by a Deputy Commissioner for Efficiency (D3) who will oversee the following areas of work –

- (i) *Data Policies and Standards* – To set data governance policies and standards that facilitate the collection, analysis, sharing and application of data. These include requiring B/Ds to consolidate and publish departmental data catalogue; nominate Departmental Data Officer at directorate level to co-ordinate data-sharing work; and formulate plans for streamlining e-government services through inter-departmental data sharing;
- (ii) *Data Sharing and Application* – To work with B/Ds to improve accessibility of B/Ds’ data and leverage the central IT services and latest technologies for introducing data-driven policies, user-oriented services and smart solutions; and
- (iii) *Common Data Platforms* – To centrally manage and enhance government data centres, data networks, central services (including the “iAM Smart”, the GovHK, email services and the 1823) and data platforms such as government cloud infrastructure, big data analytics platforms and shared blockchain platforms to support B/Ds in the delivery of e-government services.

(III) Digital Infrastructure

14. Digital infrastructure lays the foundation of the digital transformation process. The Digital Infrastructure Branch of the proposed DPO is responsible for ensuring the adequacy, security and robustness of digital infrastructure, and fostering collaboration with the industries to support the sustainable development of digital government, economy and society.

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⁴ The Deputy Commissioner for Efficiency is a one-rank grade post of DHEU (D3). We propose to pitch this post at the existing rank of DHEU. It can be filled either by a directorate civil servant through in-service appointment or by an external candidate through an open recruitment process. The regrading of the post is therefore not necessary in the new organisation structure of the proposed DPO.

15. The Digital Infrastructure Branch will be led by Deputy Commissioner (Digital Infrastructure) and the post will be filled by a DDITS (D3) who will oversee the following areas of work –

- (i) *Project Governance and Cybersecurity* – To oversee and implement policies and measures relating to governance and cybersecurity of government IT projects, including putting in place a multi-pronged mechanism covering project initiation, procurement, system development, pre-launch cybersecurity and stress testing, so as to strengthen the DPO's support for B/Ds in their supervision and execution of IT projects and handling of associated risks throughout the project cycle. It will also implement measures to help B/Ds and their related public organisations assess the readiness of their public facing systems and manage risks before system launch. In addition, the branch will support the Government's work on enhancing the cybersecurity of critical infrastructures and government systems (including the review of potential security risk arising from over-reliance on specific hardware, software and technologies), and step up cross-sector collaboration to promote and fortify defence on cybersecurity in the community;
- (ii) *Mainland Collaboration* – To foster closer collaboration with the Mainland on the connectivity of digital infrastructures and data, as well as to deepen cross-boundary development especially in the GBA context; and
- (iii) *Industry Development* – To oversee measures and collaborative efforts to promote industry development, including promoting the development of Hong Kong into a regional hub for high-tier data centres and data related industries, facilitating the development of AI and data related industries of Hong Kong, fostering the development of smart city and cybersecurity related industries, and nurturing of talent.

Encls. 2-4 16. The proposed job descriptions of the above three Deputy Commissioners are set out at Enclosures 2 to 4.

/Other

Other Staffing Proposals

Creation of one permanent ADITS post

17. We propose the creation of one permanent ADITS (D2) post in the proposed Digital Infrastructure Branch of the DPO, to be designated as Assistant Commissioner (Mainland and Industry Collaboration) (AC(MIC)), to liaise and co-ordinate with relevant Mainland authorities on formulation, on-going operation and continuous development of the facilitation measures for cross-boundary data flow in the GBA, lead and administer the implementation of the facilitation measures, promote and support the adoption of the facilitation measures in various sectors, co-ordinate work plans and implement measures for facilitating the development of smart city in Hong Kong and liaise and co-ordinate with different B/Ds and the business sector on co-developing a smart city cluster in the GBA, co-ordinate and implement the Wi-Fi Connected City Programme and the smart lampposts in Hong Kong, facilitate Hong Kong's development into a regional hub for high-tier data centres, support the development of the Artificial Intelligence Supercomputing Centre in Hong Kong, and assist in formulating strategies and implement measures for promoting the development of information and communications technology industry in Hong Kong.

18. The implementation of smart city development and cross-boundary data flow initiatives as well as the enhanced support for Mainland collaboration on other IT initiatives call for high-level policy planning, IT project steer, leadership and governance which entail strategic leadership, co-ordination and management. The presence of directorate leadership at the ADITS level is therefore crucial for securing the effective senior level liaison and co-ordination with different Mainland authorities as well as government B/Ds, and steering the effective operation of various initiatives with due regard to cybersecurity, protection of digital assets and optimal use of resources to ensure timely accomplishment of all objectives. The proposed job description of AC (MIC) is set out at Enclosure 5.

Encl. 5

Regrading of the one-rank grade post of HEU to AOSGB1

19. The former Efficiency Unit (EU), headed by a one-rank grade post of HEU (D4), was established in 1992 to provide the Government with advice on opportunities for reforms that would improve the efficiency and effectiveness of the public service. On 1 April 2018, the former EU was transferred to the then

/Innovation

Innovation and Technology Bureau (ITB)⁵ and renamed as the EffO with the HEU post retitled as C, Eff⁶. The EffO is responsible for supporting the Information, Technology and Industry Bureau (ITIB) to take forward initiatives in promoting innovation and technology, especially in the wider adoption of innovative technology in the public service, and launching smart government initiatives.

20. After the formation of the DPO, C, Eff will be retitled as Deputy Commissioner (Digital Government) of the DPO, who will continue to push for digital government and innovative initiatives among B/Ds. In the light of past experience and practical consideration, we propose to regrade the one-rank grade post of HEU to AOSGB1, which is of the same rank, to undertake the duties and responsibilities of the Deputy Commissioner (Digital Government) of the DPO (please see paragraphs 10 to 11 above).

Transfer of nine permanent directorate posts from the EffO to the proposed DPO and revision and redistribution of duties and responsibilities among the permanent directorate posts in the DPO

21. A total of nine existing permanent directorate posts in the EffO will be transferred to the proposed DPO. Upon the setting up of the DPO, duties and responsibilities among the permanent directorate posts in the DPO, including the nine posts to be transferred from the EffO and the existing 15 posts in the OGCIO, will also be revised and redistributed with a view to rationalising the distribution of their work to make optimal use of the new office's human resources at the senior level. The revised job descriptions of the other directorate posts in the DPO (except CDP, the three Deputy Commissioners and AC(MIC)) are set out at Enclosures 6 to 25.

Encls. 6-25

22. The existing organisation charts of the OGCIO and the EffO, as well as the proposed organisation chart of the DPO showing the proposed creation and transfer of directorate posts are at Enclosures 26 to 28 respectively.

Encls. 26-28

Transfer of non-directorate civil service establishment from the EffO to the DPO

23. A total of 87 non-directorate posts of the EffO will be transferred to the proposed DPO upon its formation.

/ALTERNATIVES

⁵ In July 2022, the ITB was renamed as the ITIB to highlight the role of innovation and technology in promoting the development of re-industrialisation in Hong Kong.

⁶ The C, Eff post at the rank of HEU was filled by an AOSGB1 through the creation of a supernumerary AOSGB1 post held against the HEU post by the ITIB under delegated authority.

ALTERNATIVES CONSIDERED

24. The CE announced in the 2023 PA the establishment of the DPO to enhance governance and advance the development of digital government. As against maintaining a status quo or simply expanding the ambit of the OGCIO and the EffO, it would be more effective to set up the DPO to dedicatedly spearhead the advocacy of digital policies and smart government, and maximise the synergy effect of merging the two offices.

FINANCIAL IMPLICATIONS

25. The proposed creation of one permanent ADITS post will incur an additional notional annual salary cost at mid-point (NAMS) of \$2,407,800 and the additional full annual average staff cost, including salaries and staff on-cost, is \$3,617,000. We have earmarked sufficient provision to meet the relevant cost.

26. In addition, the staff cost involved in the posts to be transferred from the EffO to the DPO is as follows –

	NAMS (\$)	Full annual average staff cost (including salaries and staff on-cost) (\$)
Directorate posts	21,594,600	29,432,000
Non-directorate posts ⁷	90,283,860	126,465,000
Total	111,878,460	155,897,000

The above provision requirement for the DPO will be offset by a corresponding reduction in salary provision and staff cost under the ITIB. This part of the proposal is therefore cost-neutral.

27. As a result of the re-organisation, adjustments will need to be made to the ceilings currently placed on the total NAMS of all non-directorate posts in the permanent establishment of the OGCIO and the ITIB. Consequential transfer of approved provision and non-recurrent commitment will also be required. In view of the proposed setting up of the DPO, we will separately seek the approval of the FC for the necessary changes to the approved estimates of 2024-25 for the ITIB and the OGCIO.

/PUBLIC

⁷ Including expenses for creating from time to time non-directorate posts for ad hoc, short-term assignments.

PUBLIC CONSULTATION

28. We consulted the Legislative Council Panel on Information Technology and Broadcasting on the re-organisation proposal on 8 April 2024. Members supported the proposal and our submission of the proposal to the Establishment Subcommittee for consideration.

ESTABLISHMENT CHANGES

29. The establishment changes of Head 135 Government Secretariat: Innovation, Technology and Industry Bureau and Head 47 Government Secretariat: Office of the Government Chief Information Officer in the last two years are as follows –

Establishment (Note)	Number of Posts			
	Existing (As at 1 May 2024)	As at 1 April 2024	As at 1 April 2023	As at 1 April 2022
Government Secretariat: Innovation, Technology and Industry Bureau				
A	18 [#]	18	17	17
B	59	59	58	57
C	93	93	92	97
Total	170	170	167	171
Government Secretariat: Office of the Government Chief Information Officer				
A	15 [#]	15	15	15
B	178	178	169	168
C	549	549	516	516
Total	742	742	700	699
Innovation, Technology and Industry Bureau and Office of the Government Chief Information Officer				
A	33 [#]	33	32	32
B	237	237	227	225
C	642	642	608	613
Total	912	912	867	870

Note –

- A - ranks in the directorate pay scale or equivalent
- B - non-directorate ranks, the maximum pay point of which is above Master Pay Scale (MPS) Point 33 or equivalent or equivalent
- C - non-directorate ranks, the maximum pay point of which is at or below MPS Point 33 or equivalent
- # - as at 1 May 2024, there was no unfilled directorate post in the ITIB and the OGCIO

CIVIL SERVICE BUREAU COMMENTS

30. The Civil Service Bureau supports the proposed merging of the OGCI and the EffO. It also supports the creation of permanent directorate posts and the redistribution of responsibilities among other directorate posts in the proposed DPO in response to the new policy portfolios of the DPO. The grading and ranking of the proposed posts are considered appropriate having regard to the level and scope of responsibilities involved.

31. The civil service establishment (including the one post proposed to be created in this paper) is estimated to stand at about 194 000 posts at the end of the 2024-25 financial year, which will not exceed the civil service establishment ceiling as at end-March 2021. Therefore, the Government's policy of maintaining zero growth in the civil service establishment since 2021-22 will not be affected.

ADVICE OF THE STANDING COMMITTEE ON DIRECTORATE SALARIES AND CONDITIONS OF SERVICE

32. The Standing Committee on Directorate Salaries and Conditions of Service has advised that the grading proposed for the permanent directorate posts is appropriate.

Innovation, Technology and Industry Bureau
Office of the Government Chief Information Officer
Efficiency Office
May 2024

Job Description
Commissioner for Digital Policy

Rank : Government Chief Information Officer (D6)

Responsible to : Permanent Secretary for Innovation, Technology and Industry (PSITI)

Main Duties and Responsibilities –

- (1) To assist PSITI in formulating and overseeing the overall policies, strategies and initiatives on digital government, data governance and information technology (IT);
- (2) To devise strategic plans for the promotion and implementation of digital transformation in public services;
- (3) To promote the adoption of IT in the community and various industry sectors and lead efforts to bridge the digital divide;
- (4) To foster IT collaboration with the Mainland and cross-boundary data flow to facilitate the implementation of collaborated IT initiatives of the Mainland and Hong Kong, and the safe and orderly data flow from the Mainland to Hong Kong;
- (5) To steer and co-ordinate the work of the Digital Policy Office (DPO), including the work under the purview of the three Deputy Commissioners on the development of digital government, facilitating the sharing and application of data, driving the development of local digital infrastructure and digital industry, strengthening cybersecurity, etc., with a view to achieving timely, smooth and effective implementation of various policies and programmes;
- (6) To serve as the Controlling Officer for the expenditure head of the DPO and to ensure proper use of financial resources within the office; and
- (7) To be the Head of the Analyst/Programmer, Computer Operator and Data Processor grades.

Job Description
Deputy Commissioner (Digital Government)

Rank : Administrative Officer Staff Grade B1 (D4)

Responsible to : Commissioner for Digital Policy (CDP)

Main Duties and Responsibilities –

- (1) To assist the CDP in formulating, co-ordinating and overseeing the overall policies, strategies and initiatives to promote the development of digital government;
- (2) To oversee the policies relating to and promotion and implementation of digital transformation in public services, offering advice and technical support to bureaux/departments (B/Ds) as necessary;
- (3) To oversee the liaison with the Guangdong Provincial Government to promote the “Cross-boundary Public Services” initiative;
- (4) To co-ordinate the Government’s efforts on business facilitation and streamlining of government services to improve licensing and public service delivery through adoption of innovation and technology and business process re-engineering;
- (5) To serve as the Secretary-General of the Social Innovation and Entrepreneurship Development Fund Task Force Secretariat and oversee its operation;
- (6) To serve as the Chairman of the Administrative Computer Projects Committee and advise the CDP on policies and procedures in respect of funding of administrative computer projects within the Government under Capital Works Reserve Fund Head 710 Computerisation;
- (7) To oversee the monitoring of relevant international benchmark/rankings/indices on digital economy and to drive targeted reform measures of B/Ds;
- (8) To be the Head of the Management Services Officer grade; and
- (9) To oversee the general administration of the Digital Policy Office.

Job Description
Deputy Commissioner (Data Governance)

Rank : Deputy Head, Efficiency Unit (D3)

Responsible to : Commissioner for Digital Policy (CDP)

Main Duties and Responsibilities –

- (1) To assist the CDP in formulating, co-ordinating and overseeing data governance policies and guidelines to foster the opening up, sharing and application of data among bureaux/departments (B/Ds) and across sectors;
- (2) To oversee the promotion of opening up and sharing of data and application of digital technologies by B/Ds (such as artificial intelligence, big data and geospatial analysis) for continuous development of more citizen-centric and data-driven digital government services that could bring convenience and facilitation to the public and businesses;
- (3) To oversee the planning, development and management of central information technology platform and services, including the “iAM Smart”, the Government Cloud, the Big Data Analytics Platform, the Shared Blockchain Platform, government data centres and networks, and government email services to support digital government services delivery;
- (4) To oversee the management and operation of the 1823 Contact Centre; and
- (5) To oversee the provision of consultancy services to B/Ds and the application of design thinking to enhance user experience and efficiency in the delivery of public services.

Job Description
Deputy Commissioner (Digital Infrastructure)

Rank : Deputy Director of Information Technology Services (D3)

Responsible to : Commissioner for Digital Policy (CDP)

Main Duties and Responsibilities –

- (1) To assist the CDP in formulating strategies and measures to foster digital infrastructure development in Hong Kong;
- (2) To oversee and implement policies and measures relating to governance and cybersecurity of government information technology (IT) projects by putting in place a multi-pronged mechanism covering project initiation, procurement, system development, pre-launch cybersecurity and stress testing, so as to strengthen support for bureaux/departments in their supervision of IT projects and handling of associated risks throughout the project cycle; to support the Government's work on enhancing the cybersecurity of critical infrastructures and government systems, and step up cross-sector collaboration to promote cybersecurity and protection of digital assets in society, with a view to promoting cybersecurity awareness in businesses and the community; and to oversee the Electronic Transactions Ordinance in Hong Kong;
- (3) To foster closer collaboration with the Mainland on the connectivity of digital infrastructures and data, as well as to deepen cross-boundary development especially in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) context, including the formulation of the facilitation measures for cross-boundary data flow in the GBA and monitoring their on-going operation and continuous development, and the co-development of a smart city cluster in the GBA and the Digital GBA initiative;
- (4) To formulate strategies and implement initiatives to facilitate the development of the local IT industry, including promoting the development of Hong Kong into a regional hub for high-tier data centres, facilitating the development of artificial intelligence and data related industries of Hong Kong, fostering development of smart city and cybersecurity related industries, and providing support for tech startups and small and medium enterprises;

- (5) To oversee the implementation of digital infrastructure programmes and services to facilitate the development of digital economy and smart city in Hong Kong;
- (6) To facilitate the procurement of IT-related products, services and technologies, supervise the government provision of common IT services, and oversee IT project governance in the Government; and
- (7) To perform grade management functions for the Analyst/Programmer, Computer Operator and Data Processor grades, and formulate a long-term human resources plan for the government IT profession.

Job Description
Assistant Commissioner (Mainland and Industry Collaboration)

Rank : Assistant Director of Information Technology Services (D2)

Responsible to : Deputy Commissioner (Digital Infrastructure)

Main Duties and Responsibilities –

- (1) To foster closer collaboration with the Mainland on the connectivity of digital infrastructures and data, as well as to deepen cross-boundary development especially in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) context;
- (2) To liaise and co-ordinate with relevant Mainland authorities on formulation, on-going operation and continuous development of the facilitation measures for cross-boundary data flow in the GBA;
- (3) To lead and administer the implementation of the facilitation measures, and promote and support the adoption of such facilitation measures in various sectors;
- (4) To liaise and co-ordinate with bureaux/departments and the business sector on the promotion of the Digital GBA initiative and co-development of a smart city cluster in the GBA;
- (5) To co-ordinate work plans and implement measures for facilitating the development of smart city in Hong Kong;
- (6) To co-ordinate and implement the Wi-Fi Connected City Programme, and facilitate the development of the Wi-Fi.HK brand for the public and visitors;
- (7) To oversee the development of the smart lampposts as a digital infrastructure for promoting smart city development in Hong Kong;
- (8) To facilitate the development of Hong Kong into a regional hub for high-tier data centres;
- (9) To facilitate the development of local artificial intelligence and data related industries and support the establishment of the Artificial Intelligence Supercomputing Centre in Hong Kong; and

- (10) To assist in formulating strategies and implement measures to facilitate the development of the local information and communications technology industry as well as to develop smart city and cybersecurity related industries in Hong Kong.

Job Description
Assistant Commissioner (Digitalisation and Business Facilitation)

Rank : Assistant Director of Management Services (D2)

Responsible to : Deputy Commissioner (Digital Government)

Main Duties and Responsibilities –

- (1) To develop and implement digital government initiatives and facilitate digital transformation of licensing and public service delivery;
- (2) To oversee and co-ordinate bureaux/departments (B/Ds)' efforts in the implementation of digital government initiatives through adoption of innovation and technology and business process re-engineering;
- (3) To provide secretariat service to the Business Facilitation Advisory Committee and its Task Forces, and chair the Business Liaison Groups covering different sectors;
- (4) To monitor the World Bank Group's reports on international competitiveness of Hong Kong and/or other relevant international benchmark rankings/indices on digital economy in respect of Hong Kong's situation, and to work in partnership with the B/Ds concerned to develop targeted reform measures;
- (5) To develop and implement business facilitation initiatives, and oversee and co-ordinate B/Ds' business facilitation efforts under the "Be the Smart Regulator" Programme; and
- (6) To lead and supervise project teams to conduct consultancy studies.

Job Description
Assistant Commissioner (Digital Efficiency and Resources)

Rank : Assistant Director of Management Services (D2)

Responsible to : Deputy Commissioner (Digital Government)

Main Duties and Responsibilities –

- (1) To co-ordinate with bureaux/departments (B/Ds) to formulate and plan the strategy, publicity and promotion of digital government and smart city initiatives recommended under the e-government audit;
- (2) To monitor the implementation of the initiatives under (1) above and evaluate their effectiveness in enhancing the efficiency of public services in collaboration with B/Ds;
- (3) To provide support to the Administrative Computer Projects Committee (ACPC), oversee the operation of the ACPC Secretariat, and follow up with B/Ds on ACPC's recommendations;
- (4) To monitor the implementation and evaluate the effectiveness of computerisation projects approved by the ACPC;
- (5) To be responsible for the management of the Management Services Officer grade, including reviewing the effectiveness of deploying Management Services Officers within and outside the Digital Policy Office, monitoring performance and formulating training and development programmes to enhance the professional capabilities of Management Services Officers; and
- (6) To lead and supervise project teams to conduct consultancy studies.

Job Description
Assistant Commissioner (Digital Inclusion and Research)

Rank : Administrative Officer Staff Grade C (D2)

Responsible to : Deputy Commissioner (Digital Government)

Main Duties and Responsibilities –

- (1) To assist the Deputy Commissioner (Digital Government) in formulating, co-ordinating, and overseeing the overall policies and strategies for promoting the development of digital government;
- (2) To conduct research on issues related to promoting the development of digital government, including the measures introduced by different governments for e-government development and their application;
- (3) To draw up programmes and initiatives on digital inclusion and monitor their implementation; and
- (4) To provide secretariat support to the Social Innovation and Entrepreneurship Development Fund and its sub-committees established under the Commission on Poverty.

Job Description
Assistant Commissioner (Data Applications)

Rank : Assistant Director of Information Technology Services (D2)

Responsible to : Deputy Commissioner (Data Governance)

Main Duties and Responsibilities –

- (1) To assist the Deputy Commissioner (Data Governance) in promoting the application of digital technologies by bureaux and departments (B/Ds) (such as artificial intelligence, big data and geospatial analysis) for continuous development of more citizen-centric and data-driven digital government services;
- (2) To oversee the implementation of the “iAM Smart” as a single digital identity of Hong Kong residents for authentication in government and commercial online transactions and as a key digital infrastructure for smart city development;
- (3) To oversee the enhancement of the “iAM Smart” to realise “single portal for online government services” and support B/Ds in providing Hong Kong residents with one-stop digitalised services by adopting the “iAM Smart”;
- (4) To oversee the implementation of open data policy and facilitate the opening up of data on the Open Data Portal (DATA.GOV.HK) by B/Ds and other public/private organisations for free use by the public, so as to promote scientific and technological research, innovation and smart city development;
- (5) To oversee the development of data sharing standards and analytics infrastructure to facilitate the development of big data applications and the conduct of data analytics by B/Ds;
- (6) To oversee the planning and implementation of data sharing, data interchange and information system interoperability initiatives across the Government; and
- (7) To oversee and manage the e-government service portal the “GovHK” and related services for providing e-government services to the public.

Job Description
Assistant Commissioner (Data Platforms)

Rank : Assistant Director of Information Technology Services (D2)

Responsible to : Deputy Commissioner (Data Governance)

Main Duties and Responsibilities –

- (1) To oversee the planning, development and management of Government Cloud Infrastructure Services, e-government application architecture and central platform facilities in supporting digital government services delivery;
- (2) To formulate strategies and implement programmes for the Government's data centre services;
- (3) To monitor government information technology (IT) infrastructure and advise on IT business contingency planning and operations in the Government;
- (4) To steer the provision of the Central Computer Centre (CCC) services and central Internet services, including CCC hosting and disaster recovery, Internet mail, Internet access, government web content and domain name hosting, and government directory;
- (5) To oversee technical support provided for the Government Electronic Trading Services; and
- (6) To steer and oversee the implementation of the Centrally Managed Messaging Platform.

Job Description
Assistant Commissioner (Contact Centre and Change Management)

Rank : Assistant Director of Management Services (D2)

Responsible to : Deputy Commissioner (Data Governance)

Main Duties and Responsibilities –

- (1) To oversee and manage the 1823 Contact Centre in delivering quality enquiry and complaint handling services to the public;
- (2) To direct reforms and digital transformation of the 1823 Contact Centre to enhance operational efficiency and improve service delivery;
- (3) To oversee projects of change management programmes in support of major digital transformation initiatives in the Government; and
- (4) To lead and supervise project teams to conduct consultancy studies.

Job Description
Assistant Commissioner (Common Services and Sourcing)

Rank : Assistant Director of Information Technology Services (D2)

Responsible to : Deputy Commissioner (Digital Infrastructure)

Main Duties and Responsibilities –

- (1) To formulate strategies and oversee sourcing and contractual matters relating to the procurement of information technology (IT) products and services;
- (2) To manage the Analyst/Programmer and Computer Operator grades, and take charge of matters relating to their professional development;
- (3) To assist in formulating strategies and implement measures for promoting the development of IT talent in Hong Kong;
- (4) To steer the development and deployment of common, shared and joined-up IT applications for adoption by bureaux/departments (B/Ds);
- (5) To steer the development and management of the e-business and IT services within the Digital Policy Office;
- (6) To steer the development and review of the best practices and guides on delivery of IT projects for adoption by B/Ds;
- (7) To steer the provision of IT management services for B/Ds without IT Management Unit setup; and
- (8) To steer the development of the Smart Government Innovation Lab for promoting the adoption of innovative technologies by B/Ds and engaging the industry to propose technology solutions to address the business needs of various government departments.

Job Description
Assistant Commissioner (Project Governance and Cybersecurity)

Rank : Assistant Director of Information Technology Services (D2)

Responsible to : Deputy Commissioner (Digital Infrastructure)

Main Duties and Responsibilities –

- (1) To formulate policies and measures for strengthening information technology (IT) project governance in the Government to support implementation of digital government and digital transformation of public services;
- (2) To lead and oversee the provision of technical support to assist bureaux/departments (B/Ds) in developing and implementing IT-enabled business systems to meet their policy goals;
- (3) To devise a multi-pronged mechanism covering project initiation, procurement, system development, pre-launch cybersecurity and stress testing, etc., so as to strengthen support for B/Ds in their supervision and execution of IT projects throughout the project cycle, and implement measures to help B/Ds and their related public organisations assess the readiness of their major and public facing systems and manage risks before system launch;
- (4) To formulate and manage government information security and cybersecurity policies and incident response mechanisms, and support the Government's work on enhancing the cybersecurity of critical infrastructures and government systems;
- (5) To oversee the overall management of the Government Computer Emergency Response Team Hong Kong, facilitate the development of the Hong Kong Computer Emergency Response Team Coordination Centre and co-ordinate the Internet infrastructure protection in Hong Kong;
- (6) To oversee the implementation of the Electronic Transactions Ordinance;
- (7) To support the Security Bureau in the formulation of legislation to enhance the protection of cybersecurity of critical infrastructures; and
- (8) To implement and support public education and awareness programmes on information security and cybersecurity.

Job Description
Principal Management Services Officer (Government Service Enhancement)

Rank : Principal Management Services Officer (D1)

Responsible to : Deputy Commissioner (Digital Government)

Main Duties and Responsibilities –

- (1) To develop and implement digital government initiatives and facilitate digital transformation of public service delivery;
- (2) To oversee and co-ordinate bureaux/departments (B/Ds)' efforts in the implementation of digital government initiatives through adoption of innovation and technology and business process re-engineering;
- (3) To develop and implement streamlining initiatives, and oversee and co-ordinate B/Ds' efforts under the "Streamlining of Government Services" Programme;
- (4) To formulate plans and oversee the implementation, operation and continuous improvement of the "Cross-boundary Public Services" initiative;
- (5) To oversee the co-ordination and liaison with B/Ds, the Guangdong Provincial Government and related authorities on the provision and operation of cross-boundary public services; and
- (6) To lead and supervise project teams to conduct consultancy studies.

**Job Description
Departmental Secretary**

Rank : Principal Executive Officer (D1)

Responsible to : Deputy Commissioner (Digital Government)

Main Duties and Responsibilities –

- (1) To oversee the human resources management of the Digital Policy Office (DPO), such as administration of recruitment, promotion, employment terms and benefits, establishment control and manpower, discipline, and conditions of service;
- (2) To provide advice on administering government policies, regulations and guidelines related to departmental management and administration matters;
- (3) To oversee the provision of administrative support services in the areas of records management, translation services, procurement and supplies matters, transport services, departmental green issues and occupational safety and health matters, etc.;
- (4) To oversee the management of the general and common grades staff in the DPO and take care of their appointments and promotion, training and development, conduct and discipline, pay and conditions of service, welfare and benefits; and
- (5) To oversee matters on the T-contracts in the Government which are administered centrally by the DPO.

Job Description
Chief Systems Manager (Data Applications) 1

Rank : Chief Systems Manager (D1)

Responsible to : Assistant Commissioner (Data Applications)

Main Duties and Responsibilities –

- (1) To enhance the “iAM Smart” platform and promote its use as a single digital identity of Hong Kong residents for authentication in government and commercial online transactions and as a key digital infrastructure for smart city development;
- (2) To oversee the operations, helpdesk, promotion and publicity of the “iAM Smart”; and
- (3) To assist in collaborating with the Guangdong Province on the use of the “iAM Smart” for real name identity authentication on the “Unified Identity Authentication Platform of Guangdong Province”, enabling Hong Kong residents in Hong Kong and the Mainland cities of the Guangdong-Hong Kong-Macao Greater Bay Area to access government services of the two places online without having to make cross-boundary trips in person.

Job Description
Chief Systems Manager (Data Applications) 2

Rank : Chief Systems Manager (D1)

Responsible to : Assistant Commissioner (Data Applications)

Main Duties and Responsibilities –

- (1) To support the implementation of open data policy, and co-ordinate, liaise and support bureaux/departments (B/Ds) and other public/private organisations in opening up their data on the Open Data Portal (DATA.GOV.HK) for free use by the public;
- (2) To maintain and update the Open Data Portal (DATA.GOV.HK) and to advise B/Ds on the best practices and data format with respect to open data;
- (3) To support, housekeep and refresh frameworks, standards and services related to data sharing, including but not limited to the Address Data Infrastructure, and to provide maintenance and advisory support on the “Address” Framework Spatial Data Theme for the Common Spatial Data Infrastructure;
- (4) To build and maintain the Consented Data Exchange Gateway to facilitate data sharing among B/Ds, and provide technical support to B/Ds on data sharing and data interchange initiatives;
- (5) To provide advisory services on artificial intelligence and big data analytics for B/Ds and assist them in developing citizen-centric and data-driven digital government services; and
- (6) To manage, maintain and support the Central e-Form Services as well as the technical infrastructure and content management service of the e-government service portal the “GovHK”, and to provide advisory services on mobile applications.

Job Description
Chief Systems Manager (Data Platforms) 1

Rank : Chief Systems Manager (D1)

Responsible to : Assistant Commissioner (Data Platforms)

Main Duties and Responsibilities –

- (1) To plan, develop and manage the Government Cloud Infrastructure Services, e-government application architecture and central platform facilities in supporting digital government services delivery;
- (2) To recommend government-wide best practices, guidelines and standards for cost-effective use of central cloud platforms for agile delivery of digital government services;
- (3) To review and refine the government cloud architecture, standards, frameworks and services offered, and address relevant information security and privacy issues to boost the optimal use of government infrastructure platforms;
- (4) To advise bureaux/departments (B/Ds) on suitable cloud services and hosting options to meet their business and application requirements;
- (5) To develop and maintain the system architecture and technology frameworks for adoption by B/Ds in their implementation of digital government services;
- (6) To build and maintain a common blockchain technology infrastructure (including a shared blockchain platform and related common services) for shared use by B/Ds in developing blockchain applications;
- (7) To build and maintain a common big data analytics infrastructure (including a big data analytics platform and a digital highway) for shared use by B/Ds in developing big data analytics applications; and
- (8) To support, housekeep and refresh frameworks, standards and services including the Government Technology and System Architecture, the Interoperability Framework, the Hong Kong Supplementary Character Set and standard (ISO 10646).

Job Description
Chief Systems Manager (Data Platforms) 2

Rank : Chief Systems Manager (D1)

Responsible to : Assistant Commissioner (Data Platforms)

Main Duties and Responsibilities –

- (1) To develop and maintain best practices of information technology business contingency planning and operations for adoption within the Government;
- (2) To manage the implementation of the government data centre initiatives and programmes;
- (3) To assist in managing the development and operation of the Central Computer Centre (CCC), including CCC hosting and disaster recovery services;
- (4) To manage the development and operation of the government network infrastructure, including the Government Backbone Network and Building Backbone Network, the Government Communication Network and the CCC Network Services;
- (5) To manage the provision of central Internet services, including Internet mail, Internet access, government web content and domain name hosting, and government directory;
- (6) To oversee the provision of support for the Government Electronic Trading Services;
- (7) To plan and manage the implementation of the Centrally Managed Messaging Platform; and
- (8) To develop and maintain secure electronic communications and confidential e-mail services.

Job Description
Principal Management Services Officer (Data Application Consultancy)

Rank : Principal Management Services Officer (D1)

Responsible to : Deputy Commissioner (Data Governance)

Main Duties and Responsibilities –

- (1) To promote data interchange among bureaux/departments (B/Ds) for implementation of citizen-centric and data-driven digital government services;
- (2) To promote the application of design thinking for enhancing user experience and efficiency in the delivery of public services;
- (3) To lead and supervise project teams to apply design thinking in the delivery of digital government services with the aim of bringing convenience and facilitation to the public;
- (4) To lead and supervise project teams to conduct consultancy studies with the aim of identifying opportunities for improvement, facilitating change and accelerating digital technology adoption for provision of better public services; and
- (5) To advise B/Ds on the commissioning of external management consultancy services, and participate in the relevant assessment panels, negotiation teams and project steering committees as necessary.

Job Description
Chief Systems Manager (Common Services and Sourcing) 1

Rank : Chief Systems Manager (D1)

Responsible to : Assistant Commissioner (Common Services and Sourcing)

Main Duties and Responsibilities –

- (1) To co-ordinate, develop and deploy common, shared and joined-up information technology (IT) applications for adoption by bureaux/departments (B/Ds);
- (2) To develop and manage the e-business and IT services within the Digital Policy Office;
- (3) To develop and review the best practices and guides on delivery of IT projects for adoption by B/Ds;
- (4) To provide IT management services for B/Ds without IT Management Unit setup; and
- (5) To oversee the implementation of the Electronic Recordkeeping System in all B/Ds.

Job Description
Chief Systems Manager (Common Services and Sourcing) 2

Rank : Chief Systems Manager (D1)

Responsible to : Assistant Commissioner (Common Services and Sourcing)

Main Duties and Responsibilities –

- (1) To oversee and manage the sourcing programmes and contractual matters of information technology (IT) products and services;
- (2) To assist in managing the Analyst/Programmer and Computer Operator grades, and take charge of matters relating to their professional development;
- (3) To implement measures for promoting the development of IT talent in Hong Kong; and
- (4) To oversee the management of the Smart Government Innovation Lab for promoting the adoption of innovative technologies by bureaux/departments (B/Ds) and engaging the industry to propose technology solutions to address the business needs of various B/Ds.

Job Description
Chief Systems Manager (Project Governance and Cybersecurity)

Rank : Chief Systems Manager (D1)

Responsible to : Assistant Commissioner (Project Governance and Cybersecurity)

Main Duties and Responsibilities –

- (1) To assist in formulation and management of government information security and cybersecurity policies and incident response mechanisms, and support the Government's work on enhancing the cybersecurity of critical infrastructures and government systems;
- (2) To advise bureaux/departments on information security and cybersecurity threat alerts and risks mitigation, and to ensure compliance with information security and cybersecurity requirements;
- (3) To support the implementation of public education and awareness programmes on information security and cybersecurity;
- (4) To formulate technical strategies on information security and cybersecurity as well as threat information sharing mechanisms and provide relevant advice;
- (5) To manage the Government Computer Emergency Response Team Hong Kong, facilitate the development of the Hong Kong Computer Emergency Response Team Coordination Centre and co-ordinate the Internet infrastructure protection in Hong Kong;
- (6) To monitor the latest developments in cybersecurity and facilitate adoption of related technologies in the Government;
- (7) To oversee the operation of the Certification Authority Recognition Office and the Intranet Server Certificate Certification Authority;
- (8) To assist in the formulation and implementation of measures for supporting the development of Mutual Recognition of Electronic Signature Certificates issued by Hong Kong and Guangdong;

- (9) To support the implementation of the Electronic Transactions Ordinance;
and
- (10) To support the operation management of the Hong Kong Internet
Registration Corporation Limited.

Job Description
Chief Systems Manager (Mainland and Industry Collaboration) 1

Rank : Chief Systems Manager (D1)

Responsible to : Assistant Commissioner (Mainland and Industry Collaboration)

Main Duties and Responsibilities –

- (1) To assist in fostering closer collaboration with the Mainland on the connectivity of digital infrastructures and data, as well as to deepen cross-boundary development especially in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) context;
- (2) To co-ordinate with relevant Mainland authorities to formulate sector-specific general data catalogues and explore new facilitation measures for cross-boundary data flow in the GBA;
- (3) To assist in overseeing the operation of the Programme Management Office on facilitation of cross-boundary data flow in the GBA, and promote adoption of the Standard Contract and other facilitation measures in the industry;
- (4) To assist in the liaison and co-ordination with bureaux/departments as well as the business sector on the promotion of the Digital GBA initiative and co-development of a smart city cluster in the GBA;
- (5) To assist in the co-ordination and implementation of measures for facilitating and supporting the development of smart city in Hong Kong;
- (6) To assist in the co-ordination and implementation of the Wi-Fi Connected City Programme, and facilitate the development of the Wi-Fi.HK brand for the public and visitors; and
- (7) To assist in the co-ordination and implementation of the smart lampposts in Hong Kong.

Job Description
Chief Systems Manager (Mainland and Industry Collaboration) 2

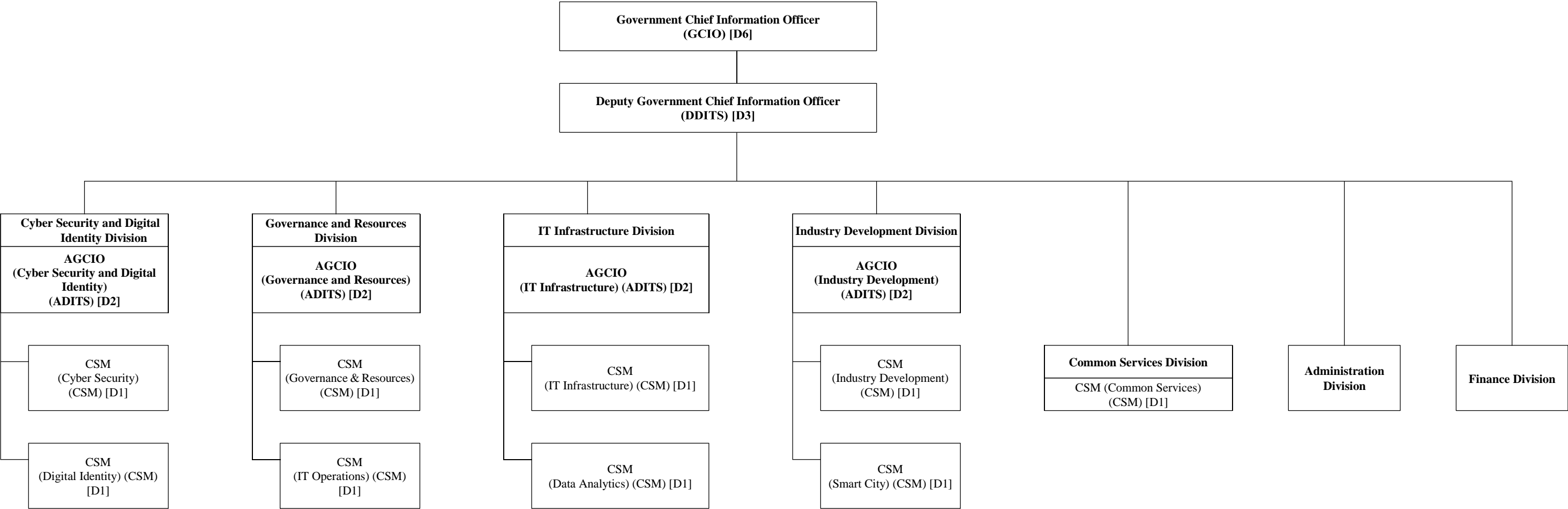
Rank : Chief Systems Manager (D1)

Responsible to : Assistant Commissioner (Mainland and Industry Collaboration)

Main Duties and Responsibilities –

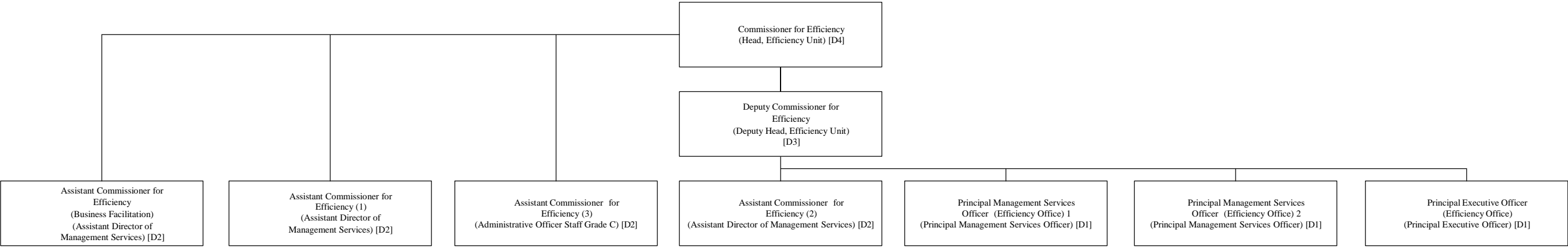
- (1) To assist in the formulation and implementation of measures for supporting the development of the information and communications technology (ICT) industry in Hong Kong, and fostering the development of smart city and cybersecurity related industries;
- (2) To assist in the formulation and implementation of measures for promoting the development of Hong Kong into a regional hub for high-tier data centres;
- (3) To assist in the formulation and implementation of measures for facilitating the development of artificial intelligence and data related industries of Hong Kong and supporting the establishment of the Artificial Intelligence Supercomputing Centre in Hong Kong;
- (4) To monitor Hong Kong's ICT collaborations with overseas parties; and
- (5) To co-ordinate and support participation of senior officers in ICT and related events.

Existing Organisation Chart of the Office of the Government Chief Information Officer



- Legend**
- ADITS - Assistant Director of Information Technology Services
 - AGCIO - Assistant Government Chief Information Officer
 - CSM - Chief Systems Manager
 - DDITS - Deputy Director of Information Technology Services
 - GCIO - Government Chief Information Officer
 - () Rank in Respective Grade
 - [] Point in Directorate Pay Scale

Existing Organisation Chart of the Efficiency Office, Innovation, Technology and Industry Bureau

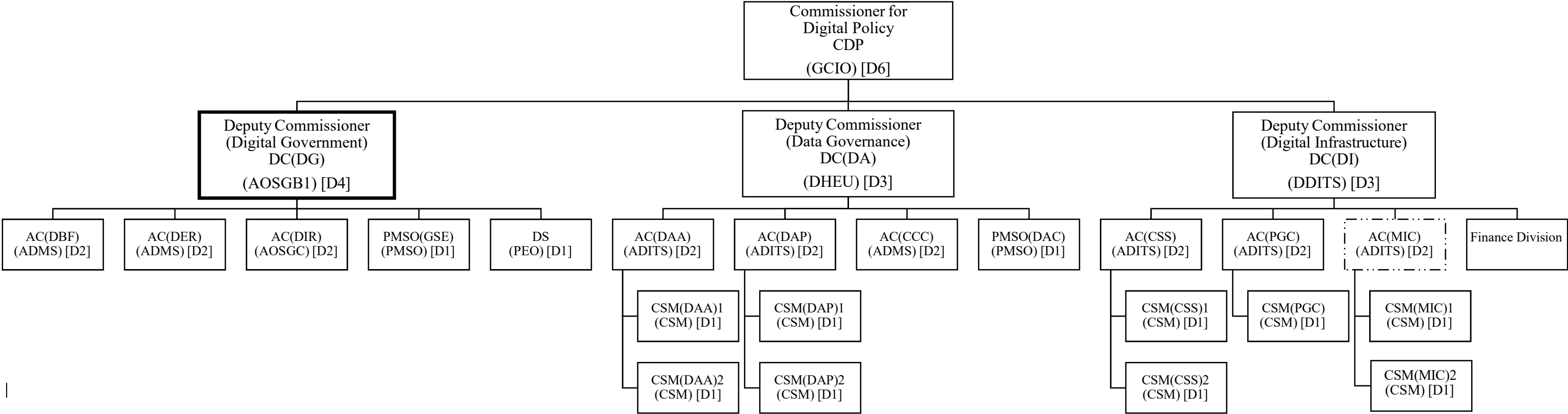


Legend

() Rank in Respective Grade

[] Point in Directorate Pay Scale

Proposed Organisation Chart of the Digital Policy Office



Legend

- AC

- Assistant Commissioner
- ADITS

- Assistant Director of Information Technology Services
- ADMS

- Assistant Director of Management Services
- AOSGB1

- Administrative Officer Staff Grade B1
- AOSGC

- Administrative Officer Staff Grade C
- CCC

- Contact Centre and Change Management
- CSM

- Chief Systems Manager
- CSS

- Common Services and Sourcing
- DA

- Data Governance
- DAA

- Data Applications
- DAC

- Data Application Consultancy
- DAP

- Data Platforms
- DBF

- Digitalisation and Business Facilitation
- DDITS

- Deputy Director of Information Technology Services
- DER

- Digital Efficiency and Resources

- DG

- Digital Government
- DHEU

- Deputy Head, Efficiency Unit
- DI

- Digital Infrastructure
- DIR

- Digital Inclusion and Research
- DS

- Departmental Secretary
- GCIO

- Government Chief Information Officer
- GSE

- Government Service Enhancement
- MIC

- Mainland and Industry Collaboration
- PEO

- Principal Executive Officer
- PGC

- Project Governance and Cybersecurity
- PMSO

- Principal Management Services Officer
- Permanent post proposed for creation
- Permanent post proposed for regrading
- ()

Rank in Respective Grade
- []

Point in Directorate Pay Scale