

# 立法會 *Legislative Council*

LC Paper No. CB(3)996/2024

Ref: CB3/PL/PS

## **Report of the Panel on Public Service for submission to the Legislative Council**

### **Purpose**

This report gives an account of the work of the Panel on Public Service (“the Panel”) during the 2024 Legislative Council session. It will be tabled at the Council meeting of 18 December 2024 in accordance with Rule 77(14) of the Rules of Procedure of the Council.

### **The Panel**

2. The Panel was formed by a resolution passed by the Council on 8 July 1998 and as amended on 20 December 2000, 9 October 2002, 11 July 2007, 2 July 2008 and 26 October 2022 for the purpose of monitoring and examining government policies and issues of public concern relating to the civil service and government-funded public bodies, and other public service organizations. The terms of reference of the Panel are in [Appendix 1](#).

3. The Panel comprises 12 members, with Hon Dennis LEUNG Tsz-wing and Hon Nixie LAM Lam elected Chairman and Deputy Chairman of the Panel respectively. The membership list of the Panel is in [Appendix 2](#).

### **Major work**

#### Appointments and employment

##### *Civil service establishment*

4. The Administration briefed the Panel on the overall establishment, strength, wastage situation, age profile and gender profile of the civil service. Members noted that, as at 31 March 2024, the civil service establishment (i.e. the

number of posts) was around 192 000 and the strength (i.e. the number of serving civil servants) was only around 173 000.

5. A number of members expressed concern about the vacancy rate of nearly 10% in the civil service, which might affect the quality of public services and increase the workload of serving civil servants. Some members pointed out that, while the Administration received a large number of civil service job applications each year, the actual number of appointments was small. They were concerned whether it was the Administration's intention to control government expenditure. Members urged the Administration to put in place effective measures to fill vacancies, and suggested that the Administration should, among others, conduct grade structure review ("GSR") and arrange year-round recruitment for grades with recruitment difficulties or substantial changes in job responsibilities, allow all disciplined services staff who joined the Government before 1 June 2000 to opt for extension of their retirement age to 60, capitalize on technological solutions to streamline manpower and promote family-friendly employment practices to benefit all civil servants.

6. The Administration explained that, since the expenditure on remunerations of the posts in the civil service establishment had already been included in the Budget, it had no intention to reduce manpower for the sake of cost saving. The Administration pointed out that it faced a number of constraints when filling the vacancies concerned, and various measures had been implemented in recent years to address the problem of vacancies in the civil service, including early recruitment of university undergraduates who need one more year to graduate from their studies and so on. The Administration would also endeavor to shorten recruitment time, capitalize on technological solutions and streamline work processes, so as to optimize the use of manpower resources.

7. In respect of members' concern about the retirement position of directorate civil servants and the resignation position of new recruits in the civil service, the Administration considered that the resignation rate of the civil service (1.8%) was in general lower than that of the private sector organizations and pointed out that 40% of the resignees left the civil service within the probationary period. The Administration would clearly explain to job seekers through various channels the job nature of and entry requirements for the civil service posts, so as to enable them to understand at an early stage whether they were suitable for the jobs. The Administration would also make early planning for succession of retiring civil servants, including grooming sufficient successors and extending the service of retiring directorate civil servants where operational needs arose.

*Manpower situation of the lifeguards of the Leisure and Cultural Services Department*

8. The Panel has been closely following up on the manpower situation of lifeguards at aquatic venues under the Leisure and Cultural Services Department (“LCSD”). Members expressed concern that the public swimming pools and gazetted beaches managed by LCSD were not fully open owing to insufficient manpower of lifeguards, and considered that the Administration should think out of the box to address this long-standing problem. Regarding the Administration’s proposal to outsource the lifesaving services at six selected public swimming pools on a trial basis for the purpose of increasing the manpower supply of lifeguards, members asked the Administration to ensure the service quality of outsourced contractors(s) and report to the Panel on the implementation of the proposal after it had been carried out for a certain period of time.

9. To address the manpower shortage of lifeguards, members suggested that the Administration should strengthen publicity and enhance the professional image of lifeguards with a view to attracting more suitable persons to join the profession. Some other members opined that the Administration should consider allowing lifeguards more flexible working hours and improving the remuneration package of LCSD lifeguards to enhance competitiveness.

10. Some members considered it necessary to stabilize manpower supply of lifeguards to maintain stable lifesaving services. They considered that the Administration should explore seriously the feasibility of importing lifeguards from the Guangdong-Hong Kong-Macao Greater Bay Area (“GBA”); study how to enhance the passing rate of trade test and recruitment interview; require trainees of the Combined Seasonal Lifeguard Training Scheme to work for LCSD as lifeguards for a certain period of time upon completion of training; and explore collaboration opportunities with swimming clubs to increase the number of lifeguards.

11. Members asked the Administration to speed up the installation of artificial intelligence drowning detection system in public swimming pools to safeguard swimmers’ safety and reduce the work pressure of lifeguards. Members were of the view that the Administration should consider conducting a GSR for civil service lifeguards in the light of the persistent difficulties in recruitment.

12. The Administration advised that the outsourcing of lifesaving services was conducive to opening more swimming pool facilities for use by members of the public and sports organizations, thereby addressing the shortage of lifeguards

in the interim. LCSD would provide guidance to lifeguards employed under outsourced service contracts for quality assurance. It would also continue to review the lifeguard manpower at swimming pools and beaches, and explore different methods to further stabilize the manpower supply of lifeguards.

*Non-civil service contract staff*

13. The Panel has been closely following up on the policy on employment of non-civil service contract (“NCSC”) staff. Members pointed out that the ceiling on the number of NCSC staff that each department could employ had been set by the Government in 2006 for many years, and asked whether the Administration would review the ceiling regularly. Noting that quite a number of NCSC staff were coping with service needs where the mode of delivery of the service involved was under review, members enquired about the timeframe for completing such reviews. Some members expressed concern that some NCSC staff had been employed for more than five years, and their continuous services might reflect the long-term need of the NCSC positions concerned. These members hoped that arrangements could be made by the Administration to recruit these NCSC staff as civil servants. In addition, some members expressed concern about why the Education Bureau (“EDB”) needed to employ a large number of NCSC staff, and considered that the relevant staffing arrangements and allocation of responsibilities should be kept under constant review.

14. The Administration explained that the ceiling for NCSC staff was set to better control the number of NCSC staff. The ceiling was set having regard to the general situation of the departments concerned, and departments might apply for time-limited special quotas in the event of an increase in workload. The replacement of NCSC positions with civil service posts would depend on whether the NCSC positions concerned were suitable for such an arrangement. As serving NCSC staff were more familiar with the work of the Government, they often enjoyed a competitive edge in applying for the relevant civil service posts. The Administration also pointed out that most of the NCSC staff in EDB were responsible for implementing various Capacity Enhancement Grants, and that, under the Funding Flexibility Scheme, government schools might employ NCSC staff as appropriate to meet various operational needs. Departments would constantly review their staffing arrangements and allocation of responsibilities for effective use of resources.

## Pay and conditions of service

### *Updates on Civil Service Pay Level Survey*

15. Members noted the decision of the Standing Commission on Civil Service Salaries and Conditions of Service (“the Standing Commission”) that a two-stage approach should be adopted for the 2019 Civil Service Pay Level Survey (“PLS”), having considered the impact of the COVID-19 pandemic on the local society and global circumstances. Upon completion of Stage 1 work, the Standing Commission considered that it was not appropriate to proceed with Stage 2 at the current juncture.

16. Members expressed concern about the timing for conducting Stage 2 of 2019 PLS and the applicability of the preparation work to Stage 2 to be conducted later. There was a view that, apart from PLS, the Administration might also make use of the findings of the Household Survey conducted by the Census and Statistics Department and the Government’s Manpower Projection when deciding whether and how civil service pay should be adjusted. Given that the decision on whether to proceed with Stage 2 of 2019 PLS would have implications on the relevant arrangements for civil service pay, the Administration was urged to strengthen communication with the staff side to ensure the stability of the civil service. Besides, some members reminded the Administration to step up its efforts to improve civil service fringe benefits and conduct GSR, so as to attract and retain talents.

17. The Administration advised that according to the Standing Commission, PLS should be conducted in the absence of transient factors at work in the overall labour market and other aspects of the economy. Hence, the reconvening of another round of PLS would be subject to review of relevant circumstances. As the Government introduced quite a number of talent/labour-trawling measures that lasted for two years tentatively in 2022 and 2023, the Standing Commission recommended the Government to revisit the conditions in a reasonable period of time for the conduct of a PLS. Meanwhile, the Administration would meet with the four Central Consultative Councils and the four major service-wide staff unions for consultation.

### *2024-2025 civil service pay adjustment*

18. The Chief Executive (“CE”)-in-Council decided on 11 June 2024 to offer the same pay increase of 3% for civil servants in the upper, middle and lower salary bands and the directorate with retrospective effect from 1 April 2024.

19. Some members were of the view that the current pay offer, which had again deviated from the net pay trend indicators (“PTIs”) and fallen short of the aspirations of the civil servants, might have an adverse impact on the morale of the civil servants and discourage them from staying in the civil service. This might in turn lead to a shortage of manpower in the civil service and an increase in their workload, thereby affecting the quality of public services. There were also views that an across-the-board pay increase was unfair to junior-ranking civil servants.

20. The Administration advised that, in arriving at the above decision, the CE-in-Council had thoroughly considered the staff side’s response to the pay offer, as well as the other relevant factors under the established annual civil service pay adjustment mechanism, including the state of Hong Kong economy, the Government’s fiscal position, the changes in the cost of living, the net PTIs and civil service morale.

21. Members urged the Administration to consider improving the civil service pay adjustment mechanism in the long run, including according different weighting to the various factors for consideration to calculate the level of pay adjustments in an objective and scientific manner; reviewing the pay trend survey and the payroll cost of increments deduction arrangement; putting in place a performance-linked civil service pay adjustment mechanism; enhancing communication with the staff side in future pay adjustment exercises; providing better pay adjustment offers and benefits for the civil servants in due course when the local economy improved; and implementing computerization and other measures to address manpower shortage.

22. According to the Administration, it might not be able to devise equations for calculating pay adjustments as it was difficult to quantify individual elements of the various factors for consideration (e.g. civil service morale). However, the Administration would maintain close communication with the staff side to better understand their claims. The Administration would also continue to enhance the fringe benefits for the civil servants as far as practicable and continue to strengthen the civil service performance management system, implement computerization and make better use of human resources.

#### *Benefits for civil servants, retired civil servants and eligible persons*

23. In May 2023, the Panel set up a dedicated subcommittee to examine issues on how the Government’s protection for civil servants, retired civil servants and eligible persons should be enhanced with a view to attracting, retaining and

motivating talents. The Subcommittee completed its work in May 2024 and reported to the Panel in June 2024.<sup>1</sup>

### Performance management of civil servants

#### *Civil service disciplinary mechanism and enhanced measures*

24. The Administration briefed members on the civil service disciplinary mechanism, as well as the enhanced measures introduced in recent years and their implementation progress. Members recognized that civil servants were required to uphold a high standard of integrity, and supported the Administration to improve the efficiency and effectiveness of the civil service disciplinary mechanism (“disciplinary mechanism”) from time to time on a need basis. Also, the Administration was asked to encourage Government-funded public bodies/public service organizations and outsourced contractors providing services to government departments to act in accordance with the spirit of the disciplinary mechanism, with a view to enhancing the quality of public services.

25. Some members expressed concern that some civil servants suspected of misconduct which warranted formal disciplinary action (“the accused officers”) attempted to delay the disciplinary hearings on the ground of illness. The Administration advised that if the accused officers were suspected of abusing the privilege of taking sick leave, the relevant policy bureaux/departments (“B/Ds”) might require them to produce medical certificates issued by the designated clinic(s)/medical officer(s) of the Department of Health or Hospital Authority before granting sick leave(s) to them, and request the conduct of a Medical Board to evaluate their health conditions if necessary.

26. In addition, some members considered it necessary to protect the rights of civil servants suspected of misconduct under the disciplinary mechanism, including requiring the Administration to complete processing the relevant cases within a reasonable timeframe, ensuring a fair disciplinary hearing for the accused officers, and strengthening training to enhance the knowledge and skills of departmental managers in conducting departmental investigation of misconduct cases. The Administration advised that it would take members’ suggestions into consideration.

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<sup>1</sup> Please refer to the [report](#) of the Subcommittee for details.

*Publicity, training and implementation works on the updated Civil Service Code*

27. The Civil Service Bureau (“CSB”) promulgated the updated Civil Service Code (“the Code”) on 7 June 2024. Members were in general supportive of the Administration’s efforts in updating of the Code, in particular, by clearly spelling out the core values and standards of conduct which civil servants should uphold and enhancing the civil servants’ understanding of their constitutional roles and responsibilities to meet public expectations.

28. Members noted that, to ensure a clear understanding of the requirements of the updated Code by civil servants at all levels, the Administration would step up publicity and training by, for example, holding roving exhibitions at various government offices, organizing briefing sessions by heads of departments in their departments and incorporating contents of the updated Code in the training programmes for civil servants across all levels. It would also adopt the most suitable delivery mode having regard to the nature and target participants of training programmes to convey the key contents of the updated Code, including the principles as well as the requirements for the mindset and behaviour of civil servants.

29. Members further suggested that the Administration should draw up specific training timetables for serving civil servants; include sessions for cultivating correct mindset in the training programmes with a view to enhancing work efficiency of and collaboration among the civil servants and enlightening them on how to seize national development opportunities and act in better concert with the country’s development strategies; and put in place a mechanism for evaluating the effectiveness of the training. There were views that different departments might arrange to provide suitable training for departmental staff, having regard to their own needs, on top of the training programmes offered by the Civil Service College (“CSC”).

30. Some members hoped that the Administration would be able to ensure adherence to the core values and standards of conduct set out in the Code by staff of government-funded bodies, and that functions of the staff unions concerned remained unaffected by the Code. The Administration explained that, while staff of government-funded bodies were not civil servants, government-funded bodies might consider making improvements by drawing reference from the Code. While it was normal for members of the staff unions to have different views from the Government on issues relating to the functions of the staff unions, they could not criticize any government policies in their capacity as civil servants on matters outside the functions of the staff unions.



### *Promotion of a clean civil service*

31. The Panel has all along been concerned about how the Administration promotes a clean civil service. While members were pleased to note that the number of corruption complaints and pursuable complaints involving government departments received by the Independent Commission Against Corruption (“ICAC”) decreased year by year from 2021 to 2023, they considered that the Administration should adopt a multi-pronged approach to minimize corruption complaints involving civil servants so as to continue to uphold integrity in the civil service. Members suggested that the Administration should optimize procurement procedures; provide additional training on corruption prevention (in particular training programmes on avoidance of conflict of interest in the course of procurement); review the disciplinary mechanism for handling corruption cases (including the processing time and punishment involved); strengthen the self-monitoring mechanisms of departments; analyse recent corrupt practices (such as corrupt activities using advanced technology) and formulate targeted measures to prevent and combat corruption; take various measures to prevent civil servants from engaging in corrupt activities as a result of their financial problems (including emphasizing the importance of prudent financial management among civil servants); and keep in view corruption committed by a number of civil servants.

32. The Administration advised that it had been promoting and upholding integrity in the civil service through a three-pronged approach, namely prevention and regulation, training and sanctions. It was stated in the updated Code that “integrity” was one of the core values which civil servants were required to uphold; and the updated Sample Guide on Conduct Matters for Civil Servants also provided guidelines such as those on managing conflict of interest in the civil service. CSB had all along been working with ICAC to spread integrity messages; and provide integrity training for civil servants. If individual officers were found to have committed corruption-related offences or had not acted with integrity, CSB would certainly handle their cases in a serious manner.

### Training and development for civil servants

#### *Enhancing training to strengthen civil servants’ national identity, awareness of national security and patriotism*

33. Members appreciated CSC’s efforts in strengthening civil servants’ national identity, awareness of national security and patriotism. Members noted that civil servants would be arranged to participate in exchange activities with Mainland cities in GBA for about three months. Members were of the view that

the Administration could consider extending the exchange period to six months or more and increasing the number of participants and arranging exchanges with the relevant Mainland authorities to gain experience in developing industries.

34. Members considered it vital for civil servants to acquire a deeper understanding of the national development strategies and the evolving global order. As such, members suggested that the Administration should arrange civil servants to take part in the talk of the series on the country's foreign affairs at least once a year.

35. In addition, there were suggestions that the Administration should invite experts from authoritative institutions to deliver civil service training programmes, incorporate elements of modern Chinese history into civil service training, set targets for civil servants on the number of hours they should spend on continuing learning, collect feedback from civil servants to understand the effectiveness of the training programmes, promote Chinese culture in the office, and understand the current situation of EDB in enhancing youths' understanding of national security and development in schools, so as to tie in with the future courses offered by CSC. There was also a view that the Administration might consider providing guidelines to government-funded bodies to facilitate their employees to receive training similar to that for the civil servants.

36. The Administration advised that CSC would continue to enhance civil service training in accordance with the nine areas set out in the Patriotic Education Law of the People's Republic of China so as to enhance education on country's history, culture and current affairs on all fronts; consolidate the experience gained and discuss arrangements for the next phase of the Civil Service Staff Exchange Programme with the receiving units of Guangdong Province and Shenzhen Municipality; prepare for exchange programmes with other Mainland cities beyond GBA; and provide civil servants at all levels with more self-directed learning opportunities through the provision of web-based resources which could reach a wider audience.

#### *Enhancing leadership development training for civil servants*

37. Members supported CSC's effort to strengthen leadership development training to nurture officers with potential for promotion to senior leadership, thereby enhancing the governance of the Government. In relation to the training arrangements and contents, members suggested providing guidelines to departments to ensure that officers with the most promising potential would be selected for training or exchange; designing courses with continuity and elements building the correct mindset among civil servants; providing additional places for

training/exchange activities; reintroducing the Private Sector Secondment Scheme under which civil servants were seconded to work in private sector organizations; organizing more staff exchange or secondment programmes with overseas governments and international organizations; encouraging civil servants who had completed training to share programme contents with colleagues; and expediting the development of electronic training records. Regarding effectiveness of the training efforts, members were of the view that the Administration should ensure civil servants to take the training seriously so that they would be able to embrace the core value of people orientation when discharging their duties upon completion of the training. Moreover, there were suggestions that the Administration should organize improvement training programmes for sub-standard performers to assist them in improving their performance.

38. According to the Administration, leadership training did not purely focus on transferring knowledge or information, it enabled the cultivation of personal qualities, such as broadening of horizon, development of mindset and a sense of mission. It was therefore not appropriate to measure the effectiveness through assessment. However, CSC would carry out evaluation by conducting exchanges with participants and collecting their feedback on the training programmes. Some programmes required participants to write a thesis to understand how they could apply the knowledge they had learnt to their work. As for persistent sub-standard performers, departments would arrange them to receive relevant training to improve their capability. The secondment of civil servants to work in private sector organizations had been suspended in recent years. The Administration was reviewing whether it was appropriate to resume the scheme. The Administration also pointed out that civil servants were now given more job attachment opportunities in overseas countries and the Mainland.

39. Members noted that CSC was working on an initiative to strengthen talents development. This initiative sought to be an incubator for talents with emphasis on the continuous and in-depth nurturing of governance talents in a holistic and systematic manner. Some members asked the Administration to report to the Panel on the effectiveness of the initiative in a timely manner upon implementation.

#### Family-friendly employment measures for government employees

40. Members pointed out that the Administration should introduce more family-friendly employment measures for government employees and enhance the current measures to attract and retain talents. In this connection, members urged for expedited full implementation of five-day week (“FDW”) in the civil

service. They asked the Administration to proactively find out the difficulties faced by B/Ds which had not implemented/fully implemented FDW and review whether the four basic principles for implementing FWD were still applicable, so as to facilitate more B/Ds to work on an FWD work pattern.

41. The Administration noted members' concerns and advised that more than 80% of civil servants were working on an FDW work pattern while a number of departments had been implementing trial schemes proactively in recent years. The Administration would continue to work with the relevant B/Ds to explore possible ways to migrate more civil servants to FDW.

42. To tie in with the Government's policy direction to encourage childbearing, members considered that more support should be provided for pregnant employees and those with newborns to help them strike a balance between work and family. There were suggestions that the Administration should take the lead to increase the paternity leave entitlement of and provide childcare leave for employees; provide baby caring and breastfeeding facilities in all government premises; set up dedicated childcare centres for government employees' children in government offices; and draw up guidelines on flexible work arrangements for pregnant staff (in particular those who performed shift and outdoor duties).

43. Members noted that, following the introduction of marriage leave and compassionate leave for government employees in April 2024, the Government would, starting from April 2025, provide childcare leave for government employees and allow eligible government employees to take three days of childcare leave per year for each child under the age of three. Members welcomed the above measure, and suggested that the Administration should consider relaxing the age limit of children for entitlement to childcare leave and increasing the number of childcare leave days.

#### Civil Service Eligible Persons Seasonal Influenza Vaccination Pilot Scheme

44. Members welcomed the Administration's efforts to launch the Civil Service Eligible Persons Seasonal Influenza Vaccination Pilot Scheme ("the Pilot Scheme"). Members enquired about the ways to make appointments for vaccination as well as the resource arrangements under the Pilot Scheme, and how the 30 000 vaccination quotas were worked out. Regarding the vaccination venues, some members suggested that, apart from the six families clinics, outreach teams might also be sent to the workplaces for civil servants to provide vaccination services to them.

45. The Administration explained that it would redeploy the existing provision allocated for medical and dental services for civil servants to cover the relevant expenditure of the Pilot Scheme, and hence no additional funding was required. Depending on the implementation of the Pilot Scheme, the Administration would consider whether to increase the vaccination quotas. The Administration pointed out that, taking into account the factors such as staffing arrangement and venue requirements, it was considered the most appropriate to provide the relevant vaccination services at the families clinics.

Update on government staff mobilization under the enhanced mobilization protocol

46. CE announced in the 2022 Policy Address that the Government would enhance the mobilization protocol by introducing a “government-wide mobilization” level, under which a list of designated personnel from various departments would be drawn up in advance to ensure that a quick response unit formed by government employees could be mobilized promptly during major incidents requiring considerable manpower support to provide immense manpower reinforcement.

47. Members noted that the Administration activated the enhanced mobilization protocol twice in September 2023, and had conducted a review upon completion of the operations. Members supported the Administration’s efforts to conduct drills for enhancement of the mobilization protocol, and were of the view that the Administration might consider conducting different types of drills (including drills for prevention before and recovery after major incidents, drills of a smaller scale for emergency incidents in individual district(s) and drills conducted in collaboration with different organizations); mobilizing staff residing in the vicinity of the operation location in the light of the traffic conditions when mobilizing manpower under inclement weather; further enhancing efficiency of internal communications; providing training on emergency responses, handling capabilities and safety issues; and ensuring adequate rest time be provided for the personnel participating in the operations.

48. The Administration advised that, under the “government-wide mobilization” level, the participating personnel would be engaged in duties that could be effectively performed by ordinary people. If special skills or professional training was required for the tasks, the Administration would certainly assign the tasks concerned to staff of the emergency departments who had received the relevant training. Also, the Administration would only deploy staff to be on duty and participate in the support actions when weather and public transport conditions permitted, and would provide the participating personnel

with safety equipment and transport arrangements as appropriate. The Administration would continue to conduct drills in a timely manner to enhance efficiency of the departments' internal communications, and to train staff for strengthening their emergency response capabilities.

Promotion of volunteer service in the civil service and publicizing good stories of civil servants

49. The Administration reported to the Panel on the latest development regarding the Government's efforts to promote volunteer service in the civil service and publicize the good stories of civil servants. Members were pleased to note that the volunteer activities the civil service volunteer teams ("the volunteer teams") organized and participated in had increased, while the numbers of volunteers and hours of service went up as well. They hoped that the Administration would continue to step up efforts in encouraging and promoting volunteer service to deepen civil servants' understanding of the needs of the public, thereby enhancing public service quality.

50. To encourage more civil servants to participate in volunteer service, members suggested that the volunteer teams should provide community services in collaboration with the District Services and Community Care Teams in the 18 districts; retired civil servants be invited to join the volunteer teams; additional commendation schemes be set up to recognize the efforts of the civil servant volunteers in a fair and just manner; clear guidelines be provided for volunteers (including those on acceptance of entertainment or souvenirs); training, insurance coverages and volunteer leave be provided for civil servant volunteers; resources be allocated to the volunteer teams; consideration be given to nominating outstanding civil servants as candidates for the national "Model Civil Servants" award; the role of CSB in organizing and coordinating volunteer service in the civil service be strengthened; and arrangements be made through the Economic and Trade Offices established in different places for participation in overseas volunteer service to promote the positive image of Hong Kong. Besides, members considered that the volunteer teams should proactively reach out to the people in need of support (e.g. elderly singletons) and serve different communities according to their professional expertise.

51. Regarding the promotion of volunteer service, members suggested that the Administration should step up efforts in explaining to the public about the participation of civil servants in volunteer service, and publicize the good stories of civil servants through different channels. For example, publicity efforts should be made through the media, such as on television or in newspapers, in relation to how the civil servant volunteers contributed to society, so as to improve

the image of the civil service. The Administration advised that it would make ongoing efforts on various fronts in further promoting volunteer service in the civil service, and would also continue to widely publicize through various channels the good stories of civil servants.

#### Other issues

52. The Panel received briefings from the Administration on CSB's policy initiatives in 2024 and civil service-related matters featured in the 2024-2025 Budget.

#### **Meetings held**

53. From January to November 2024, the Panel held a total of nine meetings. Another meeting has been scheduled for 16 December 2024 to discuss attracting young talents to join the Government and latest developments on the provision of dental services for civil service eligible persons.

Council Business Divisions  
Legislative Council Secretariat  
9 December 2024

**Legislative Council**

**Panel on Public Service**

**Terms of Reference**

1. To monitor and examine Government policies and issues of public concern relating to the civil service and Government-funded public bodies, and other public service organizations.
2. To provide a forum for the exchange and dissemination of views on the above policy matters.
3. To receive briefings and to formulate views on any major legislative or financial proposals in respect of the above policy areas prior to their formal introduction to the Council or Finance Committee.
4. To monitor and examine, to the extent it considers necessary, the above policy matters referred to it by a member of the Panel or by the House Committee.
5. To make reports to the Council or to the House Committee as required by the Rules of Procedure.



**Panel on Public Service**

**Membership list for the 2024 session**

<b>Chairman</b>	Hon Dennis LEUNG Tsz-wing, MH
<b>Deputy Chairman</b>	Hon Nixie LAM Lam
<b>Members</b>	Hon Steven HO Chun-yin, BBS, JP Hon KWOK Wai-keung, BBS, JP Hon Elizabeth QUAT, SBS, JP Hon CHAN Chun-ying, BBS, JP Hon Tony TSE Wai-chuen, BBS, JP Hon CHAU Siu-chung Hon Kingsley WONG Kwok, BBS, JP Hon LAI Tung-kwok, GBS, IDSM, JP Dr Hon NGAN Man-yu Dr Hon SO Cheung-wing, SBS, JP  (Total : 12 members)
<b>Clerk</b>	Ms Macy NG
<b>Legal Adviser</b>	Miss Yvonne WONG