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**Enhance governance systems
Adopt a result-oriented approach**

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Further Improve
Governance





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Further Improve Governance

Policy Measures

Setting up the Hong Kong Investment Corporation Limited

- Set up the brand new “Hong Kong Investment Corporation Limited”, and put under its purview the “Hong Kong Growth Portfolio”, “Greater Bay Area Investment Fund” and “Strategic Tech Fund” established under the “Future Fund” in recent years, as well as the “Co-Investment Fund” proposed to be newly established, for pooling together relevant resources under the steer of the Government to attract and support more enterprises to develop in Hong Kong. (FSO)

Strengthening Policy Research

- Set up the “Chief Executive’s Policy Unit” to strengthen policy research and advocacy as well as to provide advice to the Chief Executive directly. (CEO)

Be Result-Oriented

- Set about 110 indicators (including key performance indicators (KPIs)) for specified tasks to monitor their progress and effectiveness. (CEO)
- Policy bureaux and departments will set suitable indicators on their own and report these indicators to the Legislative Council to facilitate monitoring. (Relevant offices and bureaux)

Enhancing the Civil Service Management System

- Update the Civil Service Code to spell out clearly the core values and standards of conduct of civil servants. (CSB)
- Launch the “Chief Executive’s Award for Exemplary Performance” from 2023 onwards to acclaim exemplary cases, teams or individuals on a regular basis every three to six months. (CSB)
- Identify as early as possible officers (including those who have shorter years of service) with potential, commitment and outstanding performance and provide them with training and advancement opportunities. (CSB)
- Strengthen supervision of and assistance to under-performers. If their sub-standard performance persists, appointment should be terminated in a timely manner. (CSB)
- Enhance the disciplinary mechanism so that appropriate punishment can be promptly imposed in a fair and just manner on officers found to have misconducted themselves. (CSB)
- Enhance the existing mobilisation protocol by introducing a “government-wide mobilisation” level, under which a list of designated personnel from various departments will be drawn up in advance to ensure that civil servants can be mobilised promptly for quick response during major incidents requiring considerable manpower support. (CSB)
- Establish under the Civil Service College the School of Public Sector Leadership and the School of Professional Development to strengthen training for civil servants in governance, leadership, and public policy-making, as well as for their professional development. (CSB)
- Encourage departmental volunteer teams to promote diversified volunteer services for developing a caring and people-oriented service culture. (CSB)
- Review and update the Civil Service Regulations, and repeal, amend and simplify outdated rules and procedures, starting with rules relating to leave calculation and deduction. (CSB)
- Explore new service delivery modes for providing fringe benefits to civil servants and eligible persons. (CSB)

Records Management

- Provide at least 10 000 government officers with records management training per annum to facilitate their effective management of records. (CSO)