

Civil Service Newsletter



December 2020 Issue No. 108

71st Anniversary of the Founding of the People's Republic of China



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People-oriented approach Caring with heart

Civil Service Newsletter Editorial Board

Mr Patrick Nip joined the Government in 1986 and has served in a number of bureaux and departments during his civil service career, including the former City and New Territories Administration, the former Health, Welfare and Food Bureau, and the Chief Executive's Office. He has also served as head of the Social Welfare Department and the Information Services Department (ISD). Having worked in the Office of the Government of the Hong Kong Special Administrative Region (HKSAR) in Beijing and in the position of the Secretary for Constitutional and Mainland Affairs, Mr Nip is well versed in the affairs of our country. Assuming the post of the Secretary for the Civil Service in April 2020, Mr Nip is tasked with the policy responsibility for the overall management of the civil service. During an interview with two summer interns from the ISD, Mr Nip shared his insights on the value of "People-oriented approach, caring with heart", which is essential to leading the civil service to keep pace with the times and serve the public with excellence.



Interest in public affairs

Mr Nip obtained his bachelor's degree in Social Sciences from the University of Hong Kong with a major in economics and a minor in statistics. He had been the Chairperson of the "Social Sciences Society" while studying at the University. The post gave him the exposure and experiences that sparked his interest in public affairs in his early years. Upon graduation, Mr Nip had thought of furthering his studies for a master's degree but eventually decided to join the Government when he was offered appointment to the post of Administrative Officer, thus marking the beginning of his civil service career.



Mr Nip (second left), as the then SCMA, sent his regards to a family from Enshi who was waiting to board the chartered flight to Hong Kong at the Wuhan Tianhe International Airport.

In 2017, Mr Nip accepted invitation to join the politically appointed team and assumed the post of the Secretary for Constitutional and Mainland Affairs. Given the high level of responsibilities shouldered by him, Mr Nip had been presented with huge challenges during his tenure. He said, "Many things happen every day, and some are hardly predictable. As the then Secretary for Constitutional and Mainland Affairs, I had to handle matters relating to elections in Hong Kong on the domestic front, while coordinating the planning and implementation of the HKSAR Government initiative for taking forward the Guangdong-Hong Kong-Macao Greater Bay Area development on the external front. In discharging such a variety of duties, you have to assess the situation critically and respond flexibly. All these encounters have enriched my career with memorable experiences."

Collaboration in the Hubei mission

The outbreak of Coronavirus Disease 2019 (COVID-19) early this year has brought cross-border traffic between Hong Kong and the Mainland to a standstill, leaving many Hong Kong people stranded in Hubei province. As the then Secretary for Constitutional and Mainland Affairs, Mr Nip actively liaised with the Mainland counterparts in Hubei to arrange for the return of the Hong Kong people, and led the team of the SAR Government in person to Hubei on a mission to bring back the Hong Kong residents by chartered flights. Mr Nip said, "The first batch of stranded residents returned to Hong Kong in early March this year. Having stayed in Hubei much longer than expected, these Hong Kong people were anxious to go home. Thanks to the concerted efforts of various departments taking part in the mission, close collaboration with the Hong Kong Airport Authority and the airlines concerned, as well as full support and facilitation provided by relevant Mainland authorities, the mission went smoothly and the stranded Hong Kong people could return home at last. The whole mission brought us immense satisfaction and I was very delighted to see the happy faces of those Hong Kong residents as they got re-united with their families. I was deeply impressed by our civil service colleagues who demonstrated strong team spirit by working together tirelessly to tackle different kinds of problems throughout the mission, doing their best to accomplish the task."

People-oriented approach, caring with heart

Since taking up the post of the Secretary for the Civil Service more than half a year ago, Mr Nip has been paying visits to various departments from time to time, actively communicating with frontline staff to exchange views with them. What impresses him most in the visits is civil service colleagues' sense of mission to serve the public. Mr Nip said, "Since I assumed office, I have met with colleagues of different ranks to understand their concerns and the difficulties they encountered at work, bearing in mind the value of 'People-oriented approach, caring with heart', in order to help improve their working environment which will facilitate a smoother delivery of services to better accommodate the needs of the public." Mr Nip explained, "We count on 'people', that



Mr Nip (right) visited the monitoring centre of the Office of the Government Chief Information Officer to learn more about the use of the multi-tech approach in monitoring persons under home quarantine.



Mr Nip (centre) visited Camp Street Refuse Collection Point in Sham Shui Po to learn more about the work of the frontline cleansing workers.

is, each and every one of our 'colleagues' to get the 'job' done, that is, to provide quality services for the community. Civil service management is in fact management of manpower resources. I think we should adopt an 'empathetic and caring' approach in handling civil service matters. We need to understand with our 'hearts' the latest developments of departments, the challenges and difficulties they face, as well as their demands for manpower resources from their perspectives, and provide support for civil service colleagues as appropriate. For example, we should show our empathy in making posting arrangements. We have to consider the operational needs of departments and whether such arrangements will enable colleagues to bring their strengths to full play. What's more, we should also consider whether there are any special circumstances of the colleagues and their families that may need to be taken into account." Mr Nip added, "With the unemployment rate on the rise and an ever-increasing demand for public services amid the COVID-19 epidemic in Hong Kong, provision of public services has become more complicated and challenging for civil servants. I hope I could do my utmost to support colleagues and help them solve the problems at work. At the same time, training for civil servants will be enhanced so that they could be well-equipped to serve the community with excellence."

Civil servants fighting the virus together

Since the outbreak of COVID-19 in January, the civil service has been participating in the anti-epidemic work. Expressing his profound feelings, Mr Nip remarked, "Without doubt, the fight against the epidemic is a prolonged battle and the obstacles that stand in the way of anti-epidemic efforts are unprecedented, posing considerable challenges to the civil service. With seamless coordination among colleagues of various departments in solving all the difficulties, the anti-epidemic measures of reducing cross-boundary people flows, maintaining social distancing and arranging isolation and quarantine facilities have been taken forward smoothly. By formulating and implementing anti-epidemic strategy, the Government will at all times stay vigilant and allow no room for complacency. We will also make prompt and proper responses in the light of the volatile epidemic situation, with a view to optimising the effectiveness of our anti-epidemic work. Being aware of the risks to which civil service colleagues may be susceptible in their fight against the epidemic, we provide frontline



Mr Nip (left) visited Community Testing Centres and thanked the health care team, administrative staff and the public for their support for the Universal Community Testing Programme.

staff with adequate and appropriate personal protective equipment. It is a blessing that we have a professional and reliable civil service, with all members standing fast at their posts and dedicating themselves to fearlessly fighting the virus so as to safeguard public health in Hong Kong. I am deeply proud of our civil service colleagues and grateful for their contribution and hard work." Regarding the Anti-epidemic Fund (the Fund) launched by the Government, Mr Nip elaborated, "We have earmarked \$6 billion under the Fund to create 30,000 time-limited posts within the Government or in the private sector through subsidy in two years' time. Under the prevailing economic situation, these newly created posts will on the one hand provide temporary manpower necessary for the anti-epidemic work, and on the other offer job opportunities

for the grass-roots and fresh university graduates, especially those from professions requiring working attachment, as a means to tackle the employment difficulties. A total of 29,000 temporary posts have been created so far. Various bureaux including the Financial Services and the Treasury Bureau, the Commerce and Economic Development Bureau, the Development Bureau, and the Environment Bureau are in active discussion with different professional bodies and sectors with a view to creating more jobs soon." In view of the volatile epidemic situation in Hong Kong, Mr Nip encourages the civil service to adapt to the new situations under the epidemic by rising to challenges and serve the public with commitment.

Enhanced training to move with the times

Mr Nip pointed out that it is of prime importance to enhance civil service training in support of colleagues' work, "I hope to strengthen, through training, civil servants' knowledge and abilities in four aspects. First of all, civil servants must be fully aware of their roles and identities, as well as the constitutional order of the HKSAR under the principle of 'one country, two systems'. They should also deepen their understanding about the social developments and economic situation in the Mainland. At the same time, civil servants should upgrade their abilities in the areas of innovative thinking and application of technology to tie in with the Government efforts in promoting the development of innovation and technology, while their leadership skills should be further enhanced to steer the civil service to formulate policies and resolve problems for our society. Furthermore, as Hong Kong is an international city bridging the Mainland and the world, our civil servants should broaden their international outlook as well. Training in all these aspects plays a vital role in public governance, operation of departments, and career development of colleagues." The Government is pressing ahead with preparatory work for the establishment of a new civil service college in Kwun Tong, which is expected to be completed in 2026, to enhance civil service training in terms of scale and systems. Mr Nip said, "Along with the construction of the civil service college, distinguished professionals of the community have been invited to join the civil service training advisory board to give their views and recommendations on the specifics of training in the aforementioned



Mr Nip (right) visited the Cyber Learning Centre Plus at the Learning Resource Centre and browsed the e-learning platform of the Basic Law Portal.

four aspects." While being fully aware that colleagues on training might have lesser time to finish their work at hand, Mr Nip stressed, "There is no question about the importance of training, which is the most fruitful investment we make for the future development of the civil service. It is imperative that we strive for continuous improvement and move with the times. I therefore encourage colleagues to plan in advance, sparing some time for training to better equip themselves. Apart from courses taught in class, we offer other modes of training such as online learning and field trips. Equally important are the training contents and quality of instructors, and these elements will be refined based on the feedback of our colleagues in order to attain the training objectives."

Taking on dual identities

Mr Nip particularly mentioned that Hong Kong civil servants should be referred to as "civil servants of the Government of the Hong Kong Special Administrative Region of the People's Republic of China" in full, meaning that they are civil servants of not only the Government of the HKSAR but also the Government of the Hong Kong Special Administrative Region of the People's Republic of China. Regarding such dual identities, Mr Nip explained, "Under the framework of 'one country, two systems', Hong Kong

and the Mainland practise different systems. As far as our civil service system is concerned, practices in recruitment, training, management and remuneration, etc. are different from those in the Mainland and we will maintain our own system. On the other hand, it is an undisputable fact that Hong Kong is part of China, and our future hinges very much on the development of our country.” He opined that given their



Mr Nip (back row, centre) met with non-ethnic Chinese students participating in the government internship programme.

dual identities, civil servants should give consideration to both of these two perspectives in policy formulation and implementation. He said, “In view of the extensive connections between Hong Kong and the Mainland, the daily lives and needs of people in the two places are closely intertwined. In tackling the problems that Hong Kong faces, we have to make deliberations on the basis of the Basic Law and in accordance with the system and situation of Hong Kong; meanwhile we also have to understand the development of various places in our country, maintain communication with the Mainland and think in swapped positions. By doing so we will be able to find solutions resulting in a win-win situation.”

Serve with allegiance and integrity

Regarding the implementation of the requirement for civil servants to take an oath or sign a declaration that they will uphold the Basic Law and bear allegiance to the HKSAR, Mr Nip elaborated, “Article 99 of the Basic Law stipulates that public servants must be dedicated to their duties and be responsible to the HKSAR Government. Similar requirements concerning the conduct of civil servants are also set out in the Civil Service Code. Also, according to Article 6 of the Law of the People’s Republic of China on Safeguarding National Security in the Hong Kong Special Administrative Region, a resident of the HKSAR who assumes public office shall take an oath or confirm in writing to uphold the Basic Law and swear allegiance to the HKSAR in accordance with the law. The message is crystal clear: it has consistently been the duty of and requirement for civil servants to uphold the Basic Law and bear allegiance to the HKSAR. We hope that through taking an oath or signing a declaration, there could be a manifestation of such duty, enabling colleagues to become more aware of this requirement.” Mr Nip continued, “For new recruits, signing a declaration will be one of the conditions for appointment whereas for serving civil servants, we consult the civil service staff unions under the established mechanism to gauge their views and understand their concerns. After receiving the feedback and studying the matter, we will work out the implementation details of the arrangements and make announcement accordingly.”

Stringent assessment on probationary officers

Concerning the possible termination of probationary service for officers prosecuted for involvement in unlawful public activities during the probationary period, Mr Nip said, “Generally speaking, all new recruits to the civil service will be considered for appointment on permanent terms upon satisfactory completion of the probationary period. The Government attaches great importance to the conduct of civil servants and thus has been applying stringent suitability standards as laid down in the Civil Service Regulations (CSRs) in assessing the performance and conduct of probationers to ensure that only those who are suitable in all respects are allowed to pass the probation bar. Where the act of probationers calls into question their suitability in terms of conduct, ethics and performance for appointment on permanent terms, it is the duty of Heads of

Department/Grade to assess the probationers under the CSRs to see if they could pass the probation bar or their service should be terminated.” Mr Nip added, “Civil servants must be law abiding and should by no means participate in any unlawful activities. The Government adopts a zero-tolerance attitude towards civil servants who violated the law. Any such civil servants will not be tolerated. If probationers are arrested for participation in unlawful public activities and prosecuted with a reasonable prospect of conviction, the department concerned should terminate their probationary service according to the CSRs. I must point out that in determining whether or not to terminate the service of probationers or refuse their passage of the probation bar, the appointment authority will consider their suitability in such terms as conduct and integrity for continued service or further appointment. Whether the probationers concerned are in breach of the law is not the only consideration. The procedures involved will be carried out according to the CSRs and, inter alia, the probationers will be given the opportunity to make representations to ensure that their cases are handled with fairness.”

Full support for the professional team

Mr Nip commended civil servants for their renowned professionalism, efficiency and remarkable performance, which should always be cherished. He said, “Given the high demands and expectations of the public towards the Government, our civil service colleagues have been working under much pressure. We will make our best endeavours to help colleagues and alleviate their work pressure.” From the management’s perspective, Mr Nip is of the view that work procedures should be streamlined and frontline staff be provided with clear guidelines and appropriate training, so as to enhance work efficiency, enabling colleagues to excel in their posts.

Enjoying work-life balance

Notwithstanding his busy schedules, Mr Nip is still able to spare the time to exercise and read, balancing life and work. He enjoys running, a way to build up his body. Talking about his recent encounter with *Destined for War: Can America and China Escape Thucydides’s Trap?*, Mr Nip found reading this book under the prevailing global landscape truly inspiring. Exercise strengthens the body while reading nourishes the mind. To Mr Nip, this is the key to keeping both his body and mind energetic and youthful.

Tips for the youth today

Amid rapid changes in society and rocketing developments of the social media, Mr Nip shared a message of hope for the youth today, “In the past, knowledge was imparted through books. At present, the Internet offers a way for self-learning. Our society provides us with ample opportunities nowadays. For the young people, they stand to benefit from a lower threshold in starting their own business with plenty of room for development in store. No matter what you are pursuing, be it an undergraduate course at the university or a training programme to acquire professional skills such as cooking, photography and stage management, as long as you are committed, proactive and progress-driven, you should be able to put to good use what you have learnt and give full play to your strengths.”



Mr Nip (second left) took part in the 2019 Standard Chartered Hong Kong Marathon.

100 dedicated civil servants commended for their excellence and professionalism

Civil Service Bureau



2020年公務員事務局局長嘉許狀頒發典禮
The Secretary for the Civil Service's Commendation Award Presentation Ceremony 2020

THE Secretary for the Civil Service (SCS), Mr Patrick Nip Tak-kuen, commended 100 civil servants for their outstanding performance at the SCS's Commendation Award Presentation Ceremony on 17 November 2020. The Chief Executive, Mrs Carrie Lam Cheng Yuet-ngor, also attended the ceremony to extend her congratulations to the award recipients and encourage them to continue to serve the public with dedication.

The Chief Executive, Mrs Carrie Lam Cheng Yuet-ngor (centre), the Secretary for the Civil Service, Mr Patrick Nip Tak-kuen (fifth left); the Chairman of the Public Service Commission, Mrs Rita Lau Ng Wai-lan (fifth right); and the Permanent Secretary for the Civil Service, Mrs Ingrid Yeung Ho Pui-yan (fourth right), were pictured with award recipients.

A total of 100 civil servants from 39 bureaux and departments, including colleagues from various professional and technical grades, disciplined services and general grades as well as Model Scale 1 grades, were awarded for their outstanding performance. Mr Nip commended that while the awardees held different positions and served in different areas, they shared a common commitment to excellence and quality service for the public, adding that they were role models in the civil service and deserved commendation.

Speaking at the Award Presentation Ceremony, Mr Nip said Hong Kong has been battered by social unrest, violent incidents and the Coronavirus Disease 2019 epidemic over the past year, putting the Government and society, as well as the civil service and the public under tremendous pressure. He said, "I wish to express my sincere gratitude to the civil servants who have not only remained steadfast in carrying out their duties, but are also willing to go the extra mile and complement each other in their concerted effort to serve the community". As challenges are likely to remain in the years ahead, he encouraged civil servants to continue to work as

a team and give unwavering support to the work of the Government of the Hong Kong Special Administrative Region.

Introduced in 2004, the SCS's Commendation Award Scheme (the Scheme) aims to commend colleagues who have achieved outstanding performance continuously for at least five years. The Scheme has a meticulous selection process. All nominations from Permanent Secretaries or Heads of Departments/Grades are vetted by an award committee with final decision on the awardees' list made by SCS.



Mrs Lam (second left) and Mr Nip (first left) shared the joy of the award recipients.

List of award recipients of SCS's Commendation Award 2020

Bureau / Department / Organisation*	Name*
Agriculture, Fisheries and Conservation Department	Mr CHEUNG Kee-lap
Audit Commission	Ms CHOW Mei-ling
Buildings Department	Mr SO Hong-lung
Census and Statistics Department	Mr YU Fu-chor
Chief Executive's Office	Ms CHAN Sau-ying
	Mr LI Kwong-tat
Chief Secretary for Administration's Office	Mr TSANG King-leung
Civil Aviation Department	Mr LEUNG Henry Wing-hong
Civil Engineering and Development Department	Mr KONG Wai-chuen
	Ms MA Oi-suet
	Ms YEUNG Po-yu
Civil Service Bureau	Miss NG Oi-bing, Maria Ines
Correctional Services Department	Mr CHU Man-wa
	Ms LAM Sau-fung, Maggie
	Mr LEUNG Ka-hung
	Mr NG Chi-wai, Dickson
	Mr WONG Wah-chiu
Customs and Excise Department	Mr CHOI Shu-chun
	Mr CHUI Wai-chung, Danny
	Mr KWAN Chi-cheong
	Mr MOK Kwok-fai
	Mr YEUNG Wai-man
	Mr NG Cheung-kong
Department of Health	Ms SHAM Siu-fan, Rebecca
	Ms TSE So-kam
Development Bureau	Mr CHAN Wai-shan
	Ms LEE Oi-lan, Anna
	Mr TANG Kai-chak
Electrical and Mechanical Services Department	Mr LEE Chun-wah
	Mr MAO Shu-lung
	Mr NG Kai-yuen
Environmental Protection Department	Ms CHEUNG Shui-kuen
Financial Services and the Treasury Bureau	Mrs LAW KAN Yuk-ping, Lilly
Fire Services Department	Mr CHENG Chi-leung
	Mr CHEUNG Siu-keung
	Mr CHU Hak-kim
	Mr MA Shun-cheong
	Mr SUEN Kun-hei
	Mr TAI Chin-tao, Simon
	Mr TSANG Yau-ming
Food and Environmental Hygiene Department	Ms LEUNG Shu-yan
	Ms YU Wai-lam
Highways Department	Mr LI Cheuk-hung
Home Affairs Department	Ms LAU Lai-yi, Frances
	Mr LI Kin-yip
Hong Kong Observatory	Mr CHEN Yung
Hong Kong Police Force	Mr HO Chi-keung
	Mr IP Mun-hung
	Mr KU Wai-leung
	Mr LAI Kwok-kwai, Ken

Bureau / Department / Organisation*	Name*	
Hong Kong Police Force	Mr LAU Chi-kwong	
	Mr LEE Cheung-wing	
	Mr LEE Wai-shing	
	Mr LEUNG Kam-fai	
	Mr LO Chi-sing	
	Mr LO Wai-ho	
	Dr MAK Lai-ping	
	Mr NG Shing-yuen, Arista	
	Miss POON Wai-ying	
	Ms SO Man-kuen	
	Mr WONG Chi-kong	
	Mr WONG Chi-wa	
	Mr YEUNG Yick-hung	
	Mr YIP Chi-sum, Edmond	
	Mr YU Ching-yin	
	Housing Department	Mr CHENG Po-ming
		Ms WONG Chui-har, Jessica
Immigration Department	Mr CHEUNG Wai-kit	
	Miss LAU Shuk-ping	
	Mr LEE Chung-yeung	
	Mr LEUNG Ching-fai, Jacky	
Information Services Department	Mr YAN Chor-wang	
	Ms HUI Hiu-bun, Fanny	
	Miss WONG Lui, Priscilla	
Inland Revenue Department	Ms CHENG Sau-ling	
	Mr CHOW Siu-ki, Francis	
Judiciary	Miss LEUNG Yuk-ping, Heidi	
Land Registry	Ms LAU Siu-man, Eva	
Lands Department	Mr KAM Ping-kwong	
Leisure and Cultural Services Department	Ms CHAN Miu-fong	
	Ms CHAN Wai-kuen	
	Ms KUNG Chiu-ha	
	Ms TANG Yip-lin	
	Mr YEUNG Tin-yat, Alfred	
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	Mr LI Shu-fun, Bang	
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	Mr CHEUNG Ping-wah, Addison	
	Mr WONG Pak-shing	
	Mr YUNG Kwok-king	
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Social Welfare Department	Ms OR Sze-ching	
	Miss SIU Lan-ying	
Transport and Housing Bureau	Ms CHAN Bick-yuk, Cecilia	
Transport Department	Mr LAM Kwok-choi	
	Ms YEONG Lai-yin	
Water Supplies Department	Ms CHOW Kwai-chun	
	Mr TANG Wan-ming	
	Mr TSE King-yiu	

Country Parks Trail Maintenance Team

“Repair Our Own Trails”

Agriculture, Fisheries and Conservation Department

In 2020, the epidemic situation of the Coronavirus Disease 2019 has severely impacted the normal life of Hong Kong people. Many people now prefer to spend their time in the country parks for simple exercise or leisure hikes. "Where have you been hiking recently?" becomes a commonly-asked question among friends. Similar to the outbreak of the severe acute respiratory syndrome (SARS) in 2003, many people now visit the country parks to enjoy fresh air and relieve boredom. Do you wish to know about the story behind country park hiking trails?



The beautiful country parks in Hong Kong are well connected by a network of hiking trails of over 500 km. This trail network provides the public with convenient access to different country parks where they can enjoy countryside recreation freely. The Agriculture, Fisheries and Conservation Department (AFCD) is responsible for the construction, management and maintenance works of these hiking trails. The Country Parks Trail Maintenance Team (the Team) of AFCD designs and builds the trails according to the local topography of the sites. Adopting the "Leave No Trace" principle in the construction and maintenance works for trails, the Team applies simple techniques and makes use of on-site natural materials, such as rocks and wooden logs, for the trail works as far as possible. Inevitably, hiking trails are susceptible to prolonged natural erosion by rainfall and increasing human intervention due to the growing popularity of hiking and trail running activities in recent years. The need for trail repairs is therefore pressing. Due to manpower constraint of the Team, coupled with the increasing public concerns and scrutiny over the construction methods for trails and the associated environmental impacts arising from the construction, it is increasingly challenging for AFCD to meet the growing demand for territory-wide trail repair works.



The condition of a heavily eroded trail before and after trail maintenance works.

To cope with the situation, AFCD has been running a public engagement programme called "Repair Our Own Trails" since 2016, which aims at inviting passionate and capable members of the public to join as volunteers for the trail works. The programme started with direct communication



Trail volunteers work together on trail maintenance.



Trail volunteers work together to carry the construction materials for trail works.

with relevant concern groups, organising public forums and inviting volunteers to join the on-site trail works. The Team has mobilised around 500 volunteers to participate in the trail maintenance workshop to share the skills and knowledge in trail maintenance, such as the causes for trail degradation and different repair methods, and at the same time, promote public education on the need and importance of trail maintenance. Volunteers were then invited to participate in the on-site construction and repair works, where they could experience the hardship of trail works and enjoy the satisfaction in constructing trails for our country parks. Over the last few years, positive media reports, and the heartfelt sharing from volunteers of their unique hands-on experiences have further

helped promote the sustainable trail concept, the spirit of "Repair Our Own Trails", as well as building up a workforce in the long run.

The AFCD thanks all the volunteers for their contribution to the trail works and is grateful for the unending support of the environmental and uniformed groups, which help recruit volunteers for the repair works and continue with the long-term promotion of trail conservation. Why not join us on the "Repair Our Own Trails" programme? AFCD will publish the invitation for the future trail maintenance activities on the departmental website in the near future. You are welcome to join and support!



Trail volunteers and country parks staff carried out trail maintenance works together.

This programme was awarded the Special Citation (Interactive Communication with the Public) Award under the Civil Service Outstanding Service Award Scheme 2019 – General Service Team Award



https://www.servicexcellence.gov.hk/en/exemplary_services/2019/page-37.html

Volunteers' Sharings:



Mr Ngan Chung-man: I joined the Trailwalker previously, and when I was walking on the trails, I was not aware of the need to maintain the trails. Like many Hong Kong people, I used to take things for granted. I realised afterwards that it was the effort of a team of passionate people working on trail maintenance, which enabled us to enjoy the beautiful hiking trails.



Mr Siu Hing-wo: Every time when I work as a volunteer, I have some reflections on nature. What is the relationship between human beings and nature? Are we the destroyer, the manager, or the protector of nature?

Further accreditation of training programmes under the Immigration Service Institute of Training and Development

Immigration Department



FOLLOWING the recognition of qualifications of its training programmes under the Hong Kong Qualifications Framework (HKQF) in 2018, the Immigration Department (ImmD), in the capacity of programme operator, was further accredited by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ) in November 2019 to include its induction training programme for Immigration Officers and passenger clearance programme for in-service Immigration Assistants in the Qualifications Register (QR), marking another milestone in ImmD's training programmes.

Training programmes — combining theory with practice

Upon completion of the induction training programme under HKQF, newly recruited Immigration Officers will be awarded a “Professional Diploma in Management in Immigration Services and Control for Immigration Officers”, which is at HKQF Level 5 (equivalent to a local Bachelor’s Degree). For in-service Immigration Assistants who have completed the passenger clearance programme, they will be awarded a “Professional Diploma in Immigration Control and Passenger Clearance”,

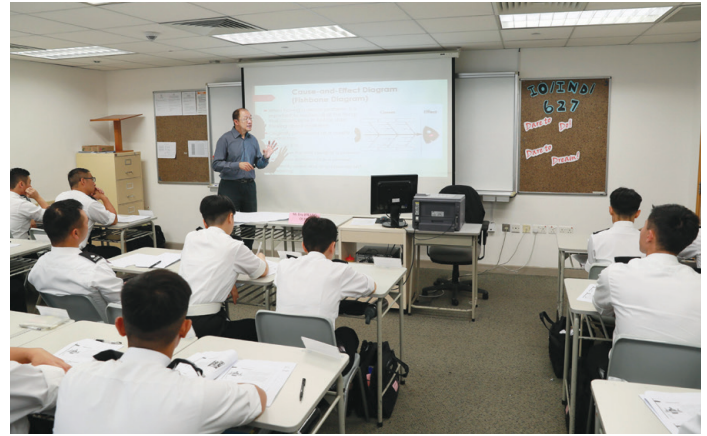
which is at HKQF Level 4 (equivalent to a local Associate Degree or a Higher Diploma).



Foot drill training.



Mock court training.



Training course conducted by university instructors.

The further accreditation of the self-operating training programmes of the Immigration Service Institute of Training and Development (ISITD) demonstrates that ISITD's facilities, course contents and teaching staff have won great recognition. The programmes combine theory with practice and are jointly conducted by ISITD's training officers and university instructors—including members of the legal sector, mediators and experienced university professors. The rich content enables trainees to follow societal trends, advance with the times, and also helps motivate members of the Immigration Service to enhance their knowledge and competitiveness by pursuing continuing education and lifelong learning.

Currently, ISITD, in the capacity of operator, is also applying to HKCAAVQ for accreditation of its training programme for Senior Immigration Officers. It is expected that accreditation of the programme (equivalent to a local Bachelor's Degree) can be obtained by the end of this year. Looking ahead,

ImmD will continue to strive for excellence and to apply for the inclusion of various internal training programmes in the QR.



Team building training for Immigration Officer trainees.

Colleagues' feedback:

Ms CHENG Nga-yi, Immigration Officer (Probationary), has completed the training programme and said, "The newly-added mediation course has not only helped enhance our emotional management, crisis management and coping skills, but has also equipped us with professional knowledge so that we can apply it in our future postings."

Mr MAN Chak-san, in-service Immigration Assistant, noted, "We have learnt from the university instructors many professional customer service skills to enhance our ability to communicate, which will be useful for providing quality, efficient and thoughtful services to the public and visitors in discharging our frontline duties in future."

Hong Kong Customs College collaborates with universities Enriched induction programmes and Articulation pathways for degree programmes

Customs and Excise Department



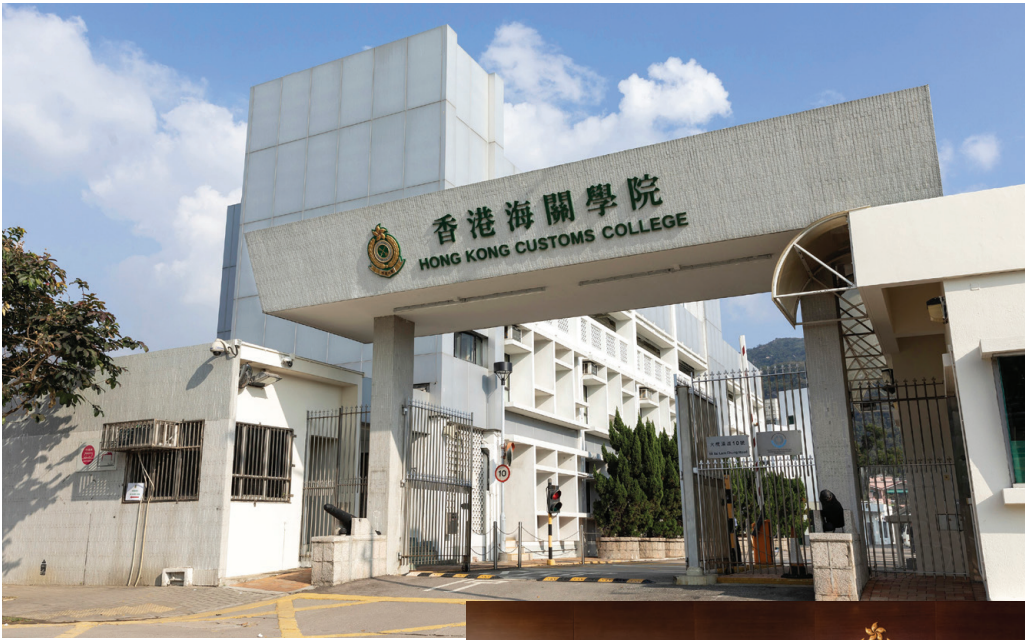
The Commissioner of Customs and Excise, Mr Hermes Tang (right), signed a Memorandum of Understanding with the President of the OUHK, Professor Wong Yuk-shan (left) on 11 June 2020.

HONG KONG Customs College (HKCC) has collaborated with the Open University of Hong Kong (OUHK) and City University of Hong Kong (CityU) since June this year to offer enhanced enforcement training to new trainees of induction training programmes as well as articulation pathways for degree programmes. This represents a significant step to map out the department's staff development strategy after Hong Kong Customs has become one of the pioneer disciplinary forces in Hong Kong to offer Qualification Framework-recognised induction programmes in 2018.

Keeping abreast of the times and striving for excellence

Hong Kong Customs has all along attached great importance to staff training with a view to enhancing enforcement effectiveness. As part of the continuous enhancement of its programmes, HKCC conducted a training review in 2019 and integrated new elements, delivered by universities, into the induction programmes starting this year

for Inspectors and Customs Officers. Apart from various concepts of criminology, sociology and psychology, the new induction programmes also cover knowledge in conflict management, media relations, public service management, etc, so as to fully enhance Customs officers' practical foundation training. Officers graduating from the new programmes will be awarded a "Certificate in Law Enforcement and Customs Management" by the OUHK.



Hong Kong Customs College.



Mr Ellis Lai, Assistant Commissioner (Administration and Human Resource Development) of Customs and Excise (first row, right) signed a Memorandum of Understanding with Dr Louis Ma, Director of the SCOPE of CityU (first row, left), on June 19 2020. Ms Louise Ho, Deputy Commissioner of Customs and Excise, (second row, right) and Professor Matthew Lee, Vice-President (Development and External Relations) of CityU (second row, left) witnessed the signing ceremony.

Encouraging lifelong learning and progression

Apart from providing newly recruited Customs officers with more comprehensive training, the new programmes also facilitate them in pursuing continuous learning. The officers concerned will be entitled to credit exemption when pursuing relevant programmes offered by the OUHK and the School of Continuing and Professional Education (SCOPE) of CityU, saving them study time and course fees.

The Commissioner of Customs and Excise, Mr Hermes Tang, and the Assistant Commissioner (Administration and Human Resource Development), Mr Ellis Lai, signed a Memorandum of Understanding with the President of the OUHK, Professor Wong

Yuk-shan, and the Director of the SCOPE of CityU, Dr Louis Ma, on 11 and 19 June 2020 respectively. Mr Tang said, "This cooperation with universities will not only raise the professional standard and academic status of Customs induction programmes, but also facilitate in-service education and encourage lifelong learning, marking another milestone in the departmental staff training development."



Articulation pathways for degree programmes

First past the post

Civil Service Newsletter Editorial Board

Mr MAK Wai-keung
shares his retirement life
and how he maintains
his fitness by running
multi-marathon events.



Mr Mak shared his journey from a postman to a long-distance trail enthusiast.

| Finding the way |

Mr Mak initially joined the civil service as Traffic Warden in the Hong Kong Police Force, then later worked as Transport Assistant II in the Transport Department, and finally joined the Hongkong Post, where he worked as Postman for over twenty years. He shared, "A key motivator for me joining the civil service was the stable income, which enabled me to support my family. The biggest challenge at work in the early years was the long working hours. I recalled that when I first started working as Postman, I had to work for up to 11 hours each day and performed overtime work on holidays." He quipped, "I spent times with my colleagues more than my family members. As years passed by with continual changes in the work schedule, we can get off work more on time now and enjoy work-life balance."

When he started working as Postman in the Sorting Office of the Central Mail Centre, Mr Mak was required to attend a three-month induction training to learn the skills in sorting letters according to different corresponding addresses. Never one to sit still, Mr Mak took this opportunity to do some footwork, literally, to get prepared for his new duty. He recounted, "In order to sort the letters more efficiently, it would be useful for me to get familiar with the names of different places across Hong Kong. So, whenever I had some free time, either near my home or just out and about in the street, I would go around hunting for and familiarising myself with all the different locales and addresses in Hong Kong."



Mr Mak joined the 10-km "Thaiquain Cup 10k" competition in September 2019.

| Preparing for retirement |

Mr Mak said, "In 2013, I started to get ready for my retirement in 2015. As many of my co-workers were talking about the Standard Chartered Hong Kong Marathon at that time, I thought why not give it a go. It is simple and all I need is just a pair of running trainers. That was when I began to develop my interest and pick up the skills of long-distance running."

He added, "If I had to say what the most important elements to becoming a runner are, at my age in particular, I would say that it is mainly about the social aspects and meeting runners from different walks of life. I often make new running friends while doing on-line research for information on long-distance running, and then end up practising with them. Once you become running friends and practise together, it is much easier to get into and keep at the running — as they encourage you, and you all come to love it. My friends and I usually run at night together, but personally, I prefer running in the morning."

Besides, Mr Mak emphasised the importance of proper training in running, "After retirement, I took up formal training on long-distance running to learn the proper running skills. This helps to avoid injuries due to incorrect running postures, which will in turn adversely affect my performance and determination in running."

| Ultra-running locally |

As to where to run, Mr Mak runs just about everywhere in Hong Kong, covering Hong Kong Island, Kowloon and the New Territories. He explained, "I just find the right and nice place to go running, get out there and do it — I love it." To keep himself motivated in his running, Mr Mak likes to join running races, and his all-time favourite race is the Ultra-Trail® Tai Mo Shan (UTMT) — a supremely challenging trail running event. Mr Mak pushed himself to the limit along the 100-mile course, with a cumulative altitude gain of over 9,000 metres. The event attracts runners from around the world, competing along local footpaths, forest trails, reservoir family walks, country trails and ancient trails around the foothills of Tai Mo Shan.



Mr Mak participated in the 7th Jinshanling Great Wall Marathon in April 2019.

Mr Mak recalled, "My favourite race so far has been the UTMT held in January 2020. To prepare for it, I have practised long-distance running on an ongoing basis. I run four times a week, and each time I run for three hours." He added, "The UTMT is currently the longest course in Hong Kong with a distance of 162km, and I finished the race within the 42-hour time limit. It remains my most favourite and memorable race because it is the longest distance I have ever run so far. The race was very much run, stop, run, stop, and there were some checkpoints where runners could briefly stop to rest and get some refreshments and water. But basically I kept running all the time for some 40 hours. By the end of the race, I was so exhausted that I started hallucinating. It seemed like stationary objects in front of me were moving, which was quite perturbing at the time. Fortunately, everything was fine again once I got some rest. I did not get too much muscle pain the next day, and didn't get any blisters either as I have worn the right kind of trail-running shoes." It would seem Mr Mak's physical resilience is every bit as strong as his mental resilience, and in his six years of running since retirement with proper professional training, he has never been injured during a race.

| Running around the world |

Apart from races held in Hong Kong, Mr Mak has also run in events all over the world, such as those held in America, Croatia, Greece and Japan. It is a lot of fun for him to enter overseas races with his running friends. He explained, "I like to compete in races as I will not get bored. I want to maintain my performance and hopefully progress in each race – that's what motivates me to keep practising."

Long-distance running has genuinely been a life-changing process for Mr Mak. He noted, "When reflecting on the races, you often go through many emotions. You would feel elated, realising the massive amount of running you have just done. When you finish a race, you also get to share all the little things that happen during the race, over a cup of tea with your running friends."

| A running retirement |

Running forms a massive part of Mr Mak's retirement life; regular races and meet-ups with running friends keep his schedule full. He explained, "I don't find much spare time in my daily life as running keeps me occupied. I would say it is a social sport, which makes your social circle getting bigger and bigger, and so even after retirement, I am still very busy." After races, many running friends and Mr Mak will go out for a post-run meal in places all around Hong Kong depending on their footsteps. He said, "I don't have any favorite restaurants; the most important thing for me is the running; so when we finish running, we just pick any nearby restaurant and enjoy the gathering."

On how to choose a suitable sport, Mr Mak shared, "From the moment I first started running and joined long-distance races thereafter, it just happened very naturally. To start with, you need to think about what your personal interests are, and then find some friends to pursue that interest together. That's how my friends and I started running."

| Good planning for retirement |

He further said, "There wasn't anything in retirement that surprised me, I had no particular difficulties transitioning as I had already developed my interest in running well before I retired. This is what I recommend - make plans ahead of time for your retirement." When talking about the most important thing in preparing for retirement, Mr Mak shared, "I would recommend and encourage you to do as much exercise as you can; and you also need to develop your own personal interests. Some colleagues may think it is not easy to spare time for doing exercise or developing other interests due to heavy workload. Taking my interest in long-distance running as an example, when I was posted to work as Postman in the International Mail Centre located in Hung Hom, I started work at noon every day. So I went out early in the morning and did my running



Mr Mak (third left) participated in 57-km Totem Run with his friends in October 2017.

from my home in Fanling to Tai Wai, and then took a ride on the train to Hung Hom for work. If we manage our time well, we can still get into exercise or pick up a new sport even with a busy work schedule."

To get the most out of your retirement, Mr Mak advises colleagues to develop their interests apart from work. He shared, "For retirement, no doubt you have to consider your financial situation. If you have sufficient savings, you may choose not to work anymore, then you can enjoy life and continue with your own interests." As for staying happy in retirement, Mr Mak recommends doing volunteer work, "Many running groups have partnered with charitable organisations to do volunteer work together, such as clearing rubbish along the country trails."

For young colleagues who have just started their career, Mr Mak said, "You should stay healthy and not just confine yourselves to your work. It is important to develop interests in other aspects of your life. Regular exercises can help maintain good work-life balance, and also expand your social life."

| Every end, a new beginning |

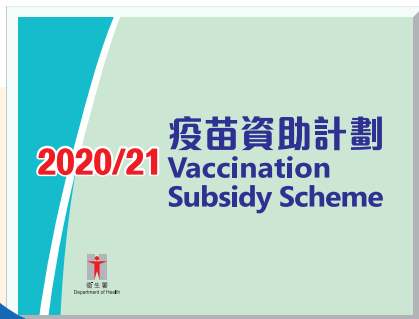
In closing, Mr Mak encourages fellow colleagues, "Retirement is a new beginning for you to enjoy another taste of life." As the adage goes, if you want to run — run a mile; if you want to experience a different life — run a marathon. Mr Mak looks set to experiencing ten different lives as he has set the bar even higher in joining the Challenge Marathon x 10 recently, an event which requires competitors to run a full marathon each week for ten consecutive weeks, adding more colours to his retirement life.

Pension Increase 2020

Pensions in payment on or before April 1, 2020 have been increased by 2.9% with effect from April 1, 2020. Such arrangement does not apply to pensions paid to pensioners who have not yet reached the normal retirement age. Under the mechanism prescribed by law, the increase is determined according to the percentage increase in the average monthly Consumer Price Index (A) of 2019-20 over that of the preceding year.

Protect yourself and those around you Get your seasonal influenza vaccination

Department of Health
Programme Management and Vaccination Division



COVID-19 is raging around the world. While we endeavour to fight the pandemic, we must also prepare for the coming winter influenza season. Influenza viruses and the coronavirus that causes COVID-19 may both spread in the coming winter influenza season. A person getting influenza and COVID-19 at the same time may be more seriously ill. Getting an influenza vaccine **early** during 2020/21 is therefore important.

The seasonal influenza vaccination is a **safe and effective** way to prevent seasonal influenza. In addition to the elderly, children and pregnant women, **people aged 50 to 64** should also be vaccinated against influenza, as local influenza epidemiology shows that people aged 50 to 64, irrespective of high-risk conditions, have a higher risk of intensive care unit admission and death associated with influenza A(H1N1)pdm09 infections.

We need an influenza vaccination **annually** because the composition of the vaccine is periodically updated according to the circulating virus strain. Any immunity built up after vaccination in the previous season will decrease over time. Moreover, after vaccination, the body takes about two weeks to produce antibodies to help fend off the virus, so it is better to get vaccinated as early as possible each year.



site, there are generally no other side effects. A few people may show symptoms like fever, muscle pain and fatigue beginning 6 to 12 hours after vaccination, but even then these only last for one or two days.

Subsidies for persons aged 50 and above

In October 2020, the Center for Health Protection of the Department of Health launched various vaccination programmes for the 2020/21 season. Persons aged 50 and above can receive influenza vaccination at private doctors' clinics participating in the **Vaccination Subsidy Scheme** (VSS) and enjoy a subsidy of \$240 per dose.

We encourage you to receive an influenza vaccination early to protect yourself and help prevent the spread of the influenza virus to your family, colleagues and others around you. At the same time, everyone should maintain good personal and environmental hygiene habits, together with a balanced diet, regular exercise and adequate rest, and refrain from smoking and drinking alcohol. Let us strengthen our body's resistance and act together to fight influenza.

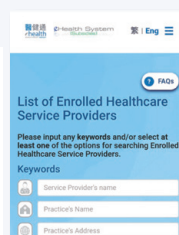
Seasonal influenza vaccination: safe and effective

The influenza vaccine is **very safe**. Except for slight pain, redness and swelling at the injection

Information of VSS:



Subsidised vaccination details
<https://www.chp.gov.hk/en/features/46107.html>



List of participating doctors
<https://apps.hcv.gov.hk/public/en/SPS/Search>



Search participating doctors enrolled in the VSS
https://www.chp.gov.hk/files/pdf/vssdr_searchguide_eng.pdf

Integrity Management

e-learning Platform for Civil Servants

Independent Commission Against Corruption



THE Community Relations Department of the Independent Commission Against Corruption has just launched the Integrity Management e-learning Platform for Civil Servants (the Platform) on the Cyber Learning Centre Plus (CLC Plus) website. It aims to further strengthen civil servants' understanding of anti-corruption laws and enhance their alertness to corruption, potential conflicts of interest and integrity issues.

Features of the Platform



- **Six Integrity Themes**

The gist of laws, frequently asked questions and scenario analysis covering acceptance of advantage, conflict of interest, misconduct in public office and supervisory accountability, etc.

- **Diversified Multi-media**

Animations, short videos and infographics to make learning fun

- **Self Assessment**

Multiple choice questions to help participants consolidate their understanding

- **Useful Reference Materials**

Links to relevant laws, regulations and websites, talk schedules and multi-media resources for extended learning

- **Access Anytime, Anywhere**

Easy access to the Platform via office computers, personal computers, smartphones and tablets



Login Now



<https://www.clcplus.cstdi.gov.hk/>

(CLC Plus → Resources Hub for Departments → Independent Commission Against Corruption)

Participants will be granted 150 learning credits for completion of the course on the Platform.



CLC Plus

Colleagues on **2020 Honours List**

Civil Service Bureau

THE 2020 Honours List was gazetted. Warm congratulations to our current and former civil service colleagues who are on the Honours List.

★ **Gold Bauhinia Star (GBS)**

Mr Stephen Lo Wai-chung, PDSM, JP
Miss Emma Lau Yin-wah, JP
Ms Elizabeth Tse Man-yee, JP
Mr Thomas Chow Tat-ming, JP
Mr Joseph Lai Yee-tak, JP
Mr Donald Tong Chi-keung, JP
Mr James Henry Lau Jr, JP

★ **Medal for Bravery (Gold) (MBG)**

Ms Iris Ng Wing-man (posthumous)
Mr Wong Cheuk-bond (posthumous)
Mr Ben Lai Chi-hang (posthumous)

★ **Silver Bauhinia Star (SBS)**

Mr Wong Kuen-fai, JP
Mr Li Kin-yat, FSDSM
Mr Simon Li Tin-chui, JP
Mr Shun Chi-ming
Ms Theresa Ann Johnson

★ **Medal for Bravery (Silver) (MBS)**

Mr Chu Ki-fung
Mr Ling Ka-wai
Mr Leung Yat-fai
Mr Wesley Leung Siu-cheung
Mr Leung Chun-yin
Mr Lau Tat-ming

★ **Hong Kong Police Medal for Distinguished Service (PDSM)**

Mr Albert Yuen Yuk-kin
Ms Jocelyn Cheung Ching
Mr Frederic Choi Chin-pang
Mr Patrick Laidler

★ **Hong Kong Fire Services Medal for Distinguished Service (FSDSM)**

Mr Chui Man-leung
Mr Liu Tai-yiu

★ **Hong Kong Immigration Service Medal for Distinguished Service (IDSMS)**

Mr Au Ka-wang
Mr William Fung Pak-ho

★ **Hong Kong Customs and Excise Medal for Distinguished Service (CDSM)**

Mr Lee Hon-man

★ **Hong Kong Correctional Services Medal for Distinguished Service (CSDSM)**

Mr Lee Siu-kai

★ **Government Flying Service Medal for Distinguished Service (GDSM)**

Ir Chan Wai-keung

★ **Bronze Bauhinia Star (BBS)**

Mr Elvis Au Wai-kwong, JP
Mrs Michelle Wong Yau Wai-ching, JP
Mr Chiu Kwok-kit, JP
Mr Leung Kin-wah
Ms Leong Ion-chi
Miss Donna Chan Fung-kwan
Ir Mak Ka-wai
Miss Wong Lai-ping
Ms Fanny Ip Fung-king
Mr Lai Hon-chung
Mr Fork Ping-lam

★ **Medal for Bravery (Bronze) (MBB)**

Mr Man Kwun-san
Mr Wu Sui-kit
Mr Wai Tsz-yin
Mr Ma Kai-on
Mr Cheung Lik-hang
Mr Keith Leung Kai-yip
Mr Tsang Chi-on
Mr Wong Ka-lun

★ Hong Kong Police Medal for Meritorious Service (PMSM)

Mr Wong Sun-lok
 Mr Wong Shun-shing
 Mr Kong Hon-ching
 Mr Ng Siu-mo
 Mr Lee Man-bun
 Mr Li Kwai-wah
 Mr Lee Wai-man
 Mr Wilson Carlo Lam Chi-wai
 Mr Cheung Chin-kai
 Ms Cheung Wa-kwan
 Mr Francis Chan Wing-on
 Mr Chan Pak-cheung
 Mr Chan Wai-kei
 Mr Chan Kwok-kee
 Ms Leslie Chan Yat-sze
 Mr Mak Ping-hong
 Mr Tung Yun-keung
 Mr Liu Ching-tat
 Mr Warwick Sit Wai-ming
 Mr Chung Chi-ming
 Ms Tenny Tam Mei-heung

★ Hong Kong Fire Services Medal for Meritorious Service (FSMSM)

Ms Lee Shui-ching
 Mr Chan Tak-leung
 Mr Chan Kam-cheung
 Mr Wong Pik-on
 Mr Kavin Chiu Wai-kin
 Mr Cheng Ki-lung
 Mr Tai Kei-wai
 Mr So Chi-wah

★ Hong Kong Immigration Service Medal for Meritorious Service (IMSM)

Ms Dabbi Ivy Wong Siu-lin
 Mr Leung Kin-hung
 Mr Sin Sheung-mo
 Mr Bob Chiu Wai-fu
 Mr Tam Chi-seng

★ Hong Kong Customs and Excise Medal for Meritorious Service (CMSM)

Mr Fong Wing-kai
 Mr Wong Cheuk-yin
 Mr Lee Kwok-keung
 Mr Chan Chi-wing
 Mr Kwan Kin-keung

★ Hong Kong Correctional Services Medal for Meritorious Service (CSMSM)

Mr Paul Sun Po-lam
 Mr Leung Wing-wa
 Mr Latde Chum Chung-wai
 Ms Chung Mo-yi

★ Government Flying Service Medal for Meritorious Service (GMSM)

Captain Wong Chun-pong, MBB

★ Medal of Honour (MH)

Miss To Wai-yee
 Mr Au Wai-sing

★ Chief Executive's Commendation for Community Service

Ms Lee Wing-yee, PMSM
 Mr Hui Wai-ming, CMSM
 Mr Chan Chun-wai, CMSM
 Mr Paul Fong Pui-sing
 Mr Victor Chu Hak-kong
 Ms Ng Sho-chu
 Mr Ng Wai-kwong
 Mr Ng Wai-keung
 Mr Lee Wing-yin
 Mr Li Chi-keung
 Mr Lee Ka-keung
 Ms Li Man-chi
 Ms Winnie Li Yee-man
 Miss Marianne Li Wan-yee
 Mr Sin Siu-wai
 Mr Chow Chin-choi
 Mr Lam Sau-keung
 Mr Joseph Yu Chung-keung
 Ms Yiu Chun-kui
 Mr Joseph Tsui Yuen-lung
 Mr Yuen Ho-man
 Dr Ma Siu-keung
 Ms Chui On-sheung
 Mr Cheung Wing-keung
 Mr Cheung Chiu-chun
 Miss Evelyn Leung Shun-chee
 Mr Leung Yiu-hung
 Miss Sammi Hui Kwai-fan
 Mr Chan Pak-kei
 Mr Chan Wai-leung
 Mr Chan Kin-to
 Ms Chan Ching-sze
 Mr Luk Hoi-ho

Mr Wong Pak-tong
 Mr Wong Tit-leung
 Mr Yip Chun-man
 Mr Tung Po-shun
 Mr Cheng Yuk-leung
 Mr Lai Chun-yu
 Mr Nip Yuen-fung
 Mr Ray Law Chung-kin
 Mr George Kwan Yiu-ki
 Mr Thomas So Chau-ming

★ Chief Executive's Commendation for Government/Public Service

Mr Liu Kwai-hing, MBB
 Mr Hung Wing-yuen
 Mr David John Jordan
 Mr Rupert Timothy Alan Dover
 Mr Kwong Tat-shing
 Mr Man Wai-kong
 Dr Fong Ho-ching
 Mr Fong Kwok-kai
 Mr Fong Chun-kwong
 Ms Lisa Mao Lee-sha
 Ms Wong Siu-king
 Mr Wong Chi-leung
 Mr Tony Wong Kin-man
 Mr Wong Sui-ki
 Mr Yau David
 Mr Cu Kam-wai
 Mr Koo Ho-man
 Ms See-Too Mei-yiu
 Mr Shieh Ka-wah
 Captain Shek Tat-ching
 Mr Tommy Ng Siu-lun
 Ms Anita Ng Yuen-yee
 Mr Chu Chin-heung
 Mr David Chu Ho-yin
 Mr Chu Wai-shing
 Ms Chu Nga-shan
 Miss Chu Ka-lai
 Mr Tze Sek-yuen
 Dr Kong Che-wan
 Miss Lo Wun-ha
 Mr Marco Ho Man-lung
 Mr Ho Wing-hei
 Ms Ho Ka-yee
 Dr Rita Ho Ka-wai
 Ms Pauline Ho Wai-luen
 Ms Ho Wai-man
 Dr Henry Ho Hing-fung
 Ms Catherine Ho Ching-ting
 Mr Yu Pak-ming
 Mr Yu Yiu-wing

★ Chief Executive's Commendation for Government/Public Service

Mr Ng Chi-chung
Mr Charles Ng Kam-yiu
Mr Ng Ching-lun
Mr Ng Sing-kwai
Mr Ng Kwok-ho
Mr Ng Ka-wai
Mr Ng Hon-sum
Mr Ng Chun-tai
Mr Lui Kam-ho
Mr Lee Man-huen
Ms Kathy Lee Yuk-wah
Mr Lee Siu-kei
Mr Li Pak-ho
Mr Lee Chi-kwong
Mr Lee Chi-wai
Mr Li Kam-hung
Mr Lee Wai-shuen
Mr Li Kwok-sang
Dr Li Wing-sum
Ms Lee Mo-yin
Ms Angela Lee Kam-chee
Mr To Ming-yin
Mr To Wai
Mr To Kwok-hong
Mr Wong Wai-shun
Mr Wong Yeung
Ms Yuen Yee-man
Mr Joe Chow Yat-ming
Mr Douglas Chow Lap-kan
Ms Nana Chow Shuk-fan
Mr Chou Wing-yin
Miss Jackie Lam Yuk-fai
Mr Lam Shun-yan
Miss Lam Man-han
Mr Adam Lam Shun-wa
Mr Lam Hung-chuen
Ms Elsie Hau Huen-ting
Mr Yiu Hoi-man
Mr Zse Woon-kuen
Dr Zenith Wu Hin-yam
Ms Heung Tak-yuen
Dr Chee Anne
Mr Suen Siu-keung
Mr Tsui Wai-shun
Ms Yung Ying-kuen
Ms Yung Mei-lan
Mr Michael Yung Kam-hung
Ms Ma Ka-hei
Mr Ko Chun-pong
Ms Lucia Ko Siu-shan
Mr Damon Au Wing-leung
Mr Cheung Tin-lok

Dr Cheung Chi-kai
Mr Cheung Ming-chi
Miss Cheung Kwan-ting
Mr Cheung Man-kit
Mr Cheung Siu-man
Mr Cheung Wai-wah
Ms Cheung Oi-yu
Dr Candy Cheung Pik-yuk
Ms Cheung Ching
Mr Cheung Chun-kay
Mr Leung Tsz-kin
Mr Leung Wing-wah
Mr Leung Lap-yan
Mr Leung Chung-man
Mr Leung Chi-shing
Mr Leung Peter Gemini
Mr Nigel Leung Nim-kei
Ir Leung Chun-fai
Ms Peggy Leung Pui-yan
Dr Raymond Leung Wai-man
Mr Jonathan Leung Kin-pong
Mr Leung Kar-ming
Mr Leung Lincoln
Ms Stella Leung Lin-pik
Mr Leung Kam-pui
Dr Leung Yiu-hong
Mr Chong Hon-ki
Mr Swalikh Mohammed
Mr Stephen Mok Hing-wing
Mr Hui Chi-hang
Mr Hui Ka-ho
Miss Kwok Yan-ying
Mr Kwok Ka-chun
Ir Kwok Hiu-fung
Mr Chan Tze-hin
Mr Chan Wing-yue
Ms Chan Bing-suet
Mr Chan Yu-hin
Ms Chan Pui-yee
Mr Chan Cheuk-ming
Mr Chan Fung-lam
Mr Chan Yin-ming
Ms Chan Mei-ling
Mr Calvin Chan Ka-wing
Mr Chan Ka-chun
Mr Chan Ho-ming
Mr Chan Kin-kwok
Mr Chan Kwok-leung
Mr Chan Kwok-chun
Mr Patrick Chan Kwok-kit
Miss Amy Chan Yuen-man
Ms Chan Shuk-yi
Mr Chan Kong-kiu
Mr Boer Chan Hon-kwong
Dr Andrew Chan Shu-yuen

Mr Chan Po-lun
Ms To Chun-fei
Mr Luk Hing-chuen
Mr Donald Mak Chi-kui
Dr Mak Siu-kuen
Ms Mak Tsz-yan
Ms Mak Tsz-mei
Miss Ingrid Mak Wing-fun
Mr Tsang Siu-tung
Mr Anthony Tsang Ching-fo
Mr Tsang Wang-shing
Miss Tsang Man-ki
Ms Tsang Shuk-yin
Mr Tsang Kit-cheong
Ms Tsang Nga-sze
Ms Wan Yuk-kuk
Mr Tong Wing-ming
Mr Gavin Wah Kwok-kee
Mr Panswek Fung Yau-tak
Mr Fung Chi-wing
Mr Fung Chun-kit
Mr Vincent Fung Hao-yin
Mr Wong Yan-lung
Ms Wong Siu-yin
Mr Benedict Wong Wing-ho
Mr Wong Hei-lit
Ir Wong Chi-hang
Ms Cindy Wong Yan-yan
Mr Wong Chuen-kuen
Captain Wong Wing-yin
Mr Kingsley Wong King-man
Mr Wong Wing-kwong
Mr Wong Hon-pun
Mr Wong Kwong-pui
Mr Wong Kam-shing
Dr Bonnie Wong Chun-kwan
Mr Wong Yiu-wa
Mr Yeung Yuk-leung
Mr Yeung Chi-ko
Mr Danny Yeung Cheuk-man
Mr Carmelo Yeung Chun-po
Ms Yip Hoi-man
Mr Liu Chi-kit
Mr Liu Kwok-ming
Mr Chiu Tsz-yin
Mr Chiu Yue-tai
Mr Chiu Sin-ki
Mr Anthony Chiu Shin-hang
Mr Lau Ching-lung
Ms Lau Fung-ha
Dr Edmond Lau Kam-lun
Mr Lau Kai-kuen
Mr Au Ho-wah
Mr Au Ka-shing
Mr Jason Pun Si-keung

Mr Poon Kam-hung
 Dr Andrew Choy Tsz-hang
 Ms Adelaid Choi Siu-ki
 Mr Mickie Choi Yu-fei
 Mr Choi Kwan-shing
 Mr Choi Ho-yin
 Miss Choy Man-yin
 Mr Wai Wing-yin
 Mr Tang Tsz-kit
 Mrs Tang Fung Shuk-yin
 Mr Peter Cheng Kwok-chu
 Mr Lai Sing-chau
 Mr Lai Kai-pong
 Ms Clara Lai Yin-ting
 Ms Lai Wing-sze
 Mr Lo Shi-yi

Ms Brenda Lo Kit-lun
 Dr Raymond Siu Man-kit
 Mr Siu Ka-ho
 Ms Winnie Shiu Wai-yee
 Mr Siu Kwan-choi
 Mr Simon Siu Kam-wing
 Mr Lai Chung-ip
 Mr Tai Hung-kin
 Mr Sit Ka-ho
 Ms Magdalen Tse Bing-sum
 Mr John Tse Chun-chung
 Mr Alun Chung Yuk-lun
 Mr Sherman Chung Cheuk-man
 Ms Chung Yim
 Ms Tsung Chui-yee
 Mr Kwong Tsz-for

Mr Kwong Ho-ming
 Mr Kris Kwong Wai-shing
 Ms Vivian Kwong Wai-yin
 Mr Ngan Wai-ming
 Mr Law Chi-fai
 Dr Law Yuk-lung
 Ms Law Ka-lai
 Mr Law Chi-fai
 Dr Law Wing-sze
 Ms Monita Tam Nga-ching
 Mr So Kin-ting
 Dr Joanna So Shuk-kuen
 Mr So Chi-keung
 Dr Kung Kin-hang

Successful Conclusion of the Universal Community Testing Programme

Civil Service Bureau

THE Government launched the Universal Community Testing Programme (UCTP) on 1 September, providing COVID-19 testing service for members of the public. The 14-day programme concluded successfully on 14 September.

The UCTP exercise involved some 4,000 serving and retired civil servants undertaking support duties at the testing centres.

Through testing under UCTP and tracing of close contacts of the confirmed cases concerned, a total of at least 42 patients in the community had been identified for isolation and treatment.

In expressing his appreciation of the contribution by civil service colleagues to the implementation of UCTP, the Secretary for the Civil Service, Mr Patrick Nip said, "The setting up of more than 140 community testing centres in all 18 districts to provide a convenient and speedy testing service for more than 1.78 million people in two weeks' time was not an easy achievement. The UCTP could not have been such a great success without the experience, careful planning, flexibility and teamwork of civil service colleagues."

"Although civil service colleagues were only given an extremely short period of time to plan and implement the UCTP, they made concerted efforts and responded swiftly to rise to the challenges. Their professionalism and high efficiency were admirable, which was also the key to winning the public's trust and support for the UCTP ultimately." Mr Nip said.



Appointment of Senior Officials

Effective from	Name	Post
July 2, 2020	Chan Kwok-ki	Secretary General of the Committee for Safeguarding National Security of the Hong Kong Special Administrative Region
	Au Ka-wang	Director of Immigration
July 20, 2020	Daniel Cheng Chung-wai	Director of Administration
	Esther Leung Yuet-yin	Judiciary Administrator
August 1, 2020	Mable Chan	Permanent Secretary for Transport and Housing (Transport)
August 5, 2020	Andrew Lai Chi-wah	Director of Lands
August 7, 2020	Ingrid Yeung Ho Poi-yan	Permanent Secretary for the Civil Service
	Michelle Li Mei-sheung	Permanent Secretary for Education
August 10, 2020	Salina Yan Mei-mei	Permanent Secretary for Financial Services and the Treasury (Financial Services)
August 20, 2020	Tam Tai-pang	Commissioner of Inland Revenue
August 24, 2020	Brian Lo Sai-hung	Director-General of Trade and Industry
September 9, 2020	Rosanna Law Shuk-pui	Commissioner for Transport
November 4, 2020	Lo Kwok-wah	Director of Water Supplies
	Alice Pang	Director of Drainage Services

Cyber Learning Centre Plus

Dedicated webpage on Safeguarding National Security

Civil Service Training and Development Institute
Civil Service Bureau

維護國家安全

重要文件

- 《中華人民共和國香港特別行政區維護國家安全法》全文 (中文) / (英文)
- 《中華人民共和國香港特別行政區維護國家安全法第四十三條實施細則》 (中文) / (英文)
- 關於進行截取及秘密監察的授權申請的運作原則及指引--依據《中華人民共和國香港特別行政區維護國家安全法第四十三條實施細則》附表6第20條而發出 (中文) / (英文)
- 《全國人民代表大會關於建立健全香港特別行政區維護國家安全的法律制度和執行機制的決定》

專題網站 / 學習資源

政府新聞處 - "維護國家安全" 一站式網站

《中華人民共和國香港特別行政區維護國家安全法》小冊子

有關香港特別行政區維護國家安全立法 問與答

To enable civil servants to have a comprehensive understanding of the background and the main content of the Law of the People's Republic of China on Safeguarding National Security in the Hong Kong Special Administrative Region (the National Security Law), the Civil Service Bureau has launched a dedicated webpage at the Cyber Learning Centre Plus, a web-based learning portal for civil servants, providing links to official online information, which includes the full text of the National Security Law, the links to the dedicated website of the Information Services Department on Safeguarding National Security in Hong Kong and videos, and a booklet on the National Security Law, as well as related news. We will update the dedicated webpage from time to time to facilitate access to the latest information by civil servants.

The dedicated webpage provides links to official online information on Safeguarding National Security.

Training and promotional activities for the 30th Anniversary of the Promulgation of the Basic Law

Civil Service Training and Development Institute
Civil Service Bureau



Dedicated website of the 30th Anniversary of the Promulgation of the Basic Law.

AS this year marks the 30th Anniversary of the Promulgation of the Basic Law, the Civil Service Training and Development Institute (CSTDI) has organised various training and promotional activities to step up its efforts in promoting the learning of the Basic Law among civil servants, in particular, online resources were enhanced to encourage colleagues to study the subject at their own convenient time.

The **dedicated website of the 30th Anniversary of the Promulgation of the Basic Law** was launched at the online learning portal for civil servants, the “Basic Law Corner”, in June this year, providing a variety of multimedia learning resources which include a special video for the 30th Anniversary of the Promulgation of the Basic Law, the **Basic Law Web Course** which is accessible via tablets and mobile phones, as well as **Extended Reading** – a webpage with recommended books and publications on the Basic Law. To facilitate access to related resources, the dedicated website also provides links to the online exhibition and webinar organised by the Constitutional and Mainland Affairs Bureau in commemoration of the 30th Anniversary of the Promulgation of the Basic Law.

CSTDI has also staged an **Online Photo Gallery** showcasing a retrospective collection of precious historical photos related to the drafting, promulgation and implementation of the Basic Law for colleagues to appreciate the key milestones and achievements of the Basic Law over the past three decades since its promulgation. Besides, the **Basic Law Book Corner** has been set up at the Learning Resource Centre of CSTDI in the North Point Government Offices, displaying books, commemorative publications and



Book Corner of the 30th Anniversary of the Promulgation of the Basic Law.

audiovisual materials covering the drafting process of the Basic Law, analysis of court cases and related studies etc. Colleagues visiting the Book Corner may win a souvenir by taking part in a promotional quiz on site about the Basic Law.

CSTDI will launch a **pre-recorded video talk on the 30th Anniversary of the Promulgation of the Basic Law** in the fourth quarter of this year. In the seminar, Dr Simon Hoey Lee, member of the Basic Law Promotion Steering Committee, will review the origin of “one country, two systems” and the Basic Law, and explain the concept of national security and how it is closely related to the daily life of the general public. Details of the seminar will be announced later and colleagues are welcome to access the video seminar at the “Basic Law Corner”.

2021

1月 JANUARY

日	一	二	三	四	五	六
					1 元旦	2 十九
3 二十	4 廿一	5 小寒	6 廿三	7 廿四	8 廿五	9 廿六
10 廿七	11 廿八	12 廿九	13 十二月	14 初二	15 初三	16 初四
17 初五	18 初六	19 初七	20 大寒	21 初九	22 初十	23 十一
24 十二	25 十三	26 十四	27 十五	28 十六	29 十七	30 十八

5月 MAY

日	一	二	三	四	五	六
						1 勞動節
2 廿一	3 廿二	4 廿三	5 立夏	6 廿五	7 廿六	8 廿七
9 廿八	10 廿九	11 三十	12 四月	13 初二	14 初三	15 初四
16 初五	17 初六	18 初七	19 佛誕	20 初九	21 小滿	22 十一
23 十二	24 十三	25 十四	26 十五	27 十六	28 十七	29 十八

7月 JULY

日	一	二	三	四	五	六
					1 香港特別行政區 成立紀念日	2 廿三
4 廿五	5 廿六	6 廿七	7 小暑	8 廿九	9 三十	10 六月
11 初二	12 初三	13 初四	14 初五	15 初六	16 初七	17 初八
18 初九	19 初十	20 十一	21 十二	22 大暑	23 十四	24 十五
25 十六	26 十七	27 十八	28 十九	29 二十	30 廿一	31 廿二

9月 SEPTEMBER

日	一	二	三	四	五	六
			1 廿五	2 廿六	3 廿七	4 廿八
5 廿九	6 三十	7 白露	8 初二	9 初三	10 初四	11 初五
12 初六	13 初七	14 初八	15 初九	16 初十	17 十一	18 十二
19 十三	20 十四	21 中秋	22 中秋節翌日	23 秋分	24 十八	25 十九
26 二十	27 廿一	28 廿二	29 廿三	30 廿四		

砥礪前行 重新出發

Striving Ahead with Renewed Perseverance

2月 FEBRUARY

日	一	二	三	四	五	六
	1 二十	2 廿一	3 立春	4 廿三	5 廿四	6 廿五
7 廿六	8 廿七	9 廿八	10 廿九	11 三十	12 年初一	13 年初二
14 年初三	15 年初四	16 初五	17 初六	18 雨水	19 初八	20 初九
21 初十	22 十一	23 十二	24 十三	25 十四	26 十五	27 十六
28 十七						

6月 JUNE

日	一	二	三	四	五	六
		1 廿一	2 廿二	3 廿三	4 廿四	5 芒種
6 廿六	7 廿七	8 廿八	9 廿九	10 五月	11 初二	12 初三
13 初四	14 端午節	15 初六	16 初七	17 初八	18 初九	19 初十
20 十一	21 夏至	22 十三	23 十四	24 十五	25 十六	26 十七
27 十八	28 十九	29 二十	30 廿一			

8月 AUGUST

日	一	二	三	四	五	六
1 廿三	2 廿四	3 廿五	4 廿六	5 廿七	6 廿八	7 立秋
8 七月	9 初二	10 初三	11 初四	12 初五	13 初六	14 初七
15 初八	16 初九	17 初十	18 十一	19 十二	20 十三	21 十四
22 十五	23 處暑	24 十七	25 十八	26 十九	27 二十	28 廿一
29 廿二	30 廿三	31 廿四				

10月 OCTOBER

日	一	二	三	四	五	六
					1 國慶日	2 廿六
3 廿七	4 廿八	5 廿九	6 九月	7 初二	8 寒露	9 初四
10 初五	11 初六	12 初七	13 初八	14 重陽節	15 初十	16 十一
17 十二	18 十三	19 十四	20 十五	21 十六	22 十七	23 霜降
24 十九	25 二十	26 廿一	27 廿二	28 廿三	29 廿四	30 廿五

3月 MARCH

日	一	二	三	四	五	六
	1 十八	2 十九	3 二十	4 廿一	5 驚蟄	6 廿三
7 廿四	8 廿五	9 廿六	10 廿七	11 廿八	12 廿九	13 二月
14 初二	15 初三	16 初四	17 初五	18 初六	19 初七	20 春分
21 初九	22 初十	23 十一	24 十二	25 十三	26 十四	27 十五
28 十六	29 十七	30 十八	31 十九			

4月 APRIL

日	一	二	三	四	五	六
				1 二十	2 耶穌受難節	3 耶穌受難節翌日
4 清明	5 清明節翌日	6 復活節翌日 星期一翌日	7 廿六	8 廿七	9 廿八	10 廿九
11 三十	12 三月	13 初二	14 初三	15 初四	16 初五	17 初六
18 初七	19 初八	20 初九	21 初十	22 十一	23 十二	24 十三
25 十四	26 十五	27 十六	28 十七	29 十八	30 十九	

11月 NOVEMBER

日	一	二	三	四	五	六
	1 廿七	2 廿八	3 廿九	4 三十	5 十月	6 初二
7 立冬	8 初四	9 初五	10 初六	11 初七	12 初八	13 初九
14 初十	15 十一	16 十二	17 十三	18 十四	19 十五	20 十六
21 十七	22 十八	23 十九	24 二十	25 廿一	26 廿二	27 廿三
28 廿四	29 廿五	30 廿六				

12月 DECEMBER

日	一	二	三	四	五	六
			1 廿七	2 廿八	3 廿九	4 十一月
5 初二	6 初三	7 大雪	8 初五	9 初六	10 初七	11 初八
12 初九	13 初十	14 十一	15 十二	16 十三	17 十四	18 十五
19 十六	20 十七	21 冬至	22 廿九	23 三十	24 廿一	25 聖誕節
26 廿三	27 聖誕節後 第一個周日	28 廿五	29 廿六	30 廿七	31 廿八	

