

**For discussion on
17 February 2021**

LEGISLATIVE COUNCIL PANEL ON PUBLIC SERVICE

Update on establishing the Civil Service College

Purpose

This paper sets out the progress of the Civil Service Bureau (“CSB”) in establishing the Civil Service College, including the progress in taking forward the Kwun Tong composite development project to provide long-term accommodation for the College, upgrading the existing facilities of the Civil Service Training and Development Institute (“CSTDI”) in the North Point Government Offices (“NPGO”) to tie in with the plan to establish the College in 2021, and enhancing training for civil servants on the software front.

Background

2. The Government first proposed to establish a new civil service college in the 2017 Policy Address, and announced in the 2018 Policy Address that a site in Kwun Tong (see **Annex 1** for the site boundary) had been identified for composite development, including the construction of the Civil Service College. The Government plans to construct two buildings at the site, including a high block and a low block. The high block will mainly house the Civil Service College and other civil service facilities, while the low block will mainly provide social welfare and community facilities. We hope that, by way of upgrading the training facilities and enhancing the training programmes, the civil service will be better equipped to meet various challenges and scale higher in public service delivery. We have been pressing ahead with the preparation work on various fronts.

Kwun Tong composite development project: Long-term accommodation for the College

3. Upon commissioning of its future accommodation in Kwun Tong, the College will have a net operating floor area of about 15 000 square metres, and will be equipped with better and more diversified facilities for civil service training, including modern information and communication technology

equipment, training venues for media responses, crisis management and mock council meetings, larger auditoria, and more flexible classrooms and training activity rooms, etc. The College will then also provide a Learning Commons comprising different learning zones to facilitate more flexible and interactive learning. The College will become a lifelong learning hub for serving and retired civil servants, thus encouraging the transfer of experiences. All of the above-mentioned facilities will help the Government enhance training for civil servants in different areas such as understanding of our country's development and the relationship between the Central Authorities and the Hong Kong Special Administrative Region ("HKSAR"), leadership development, innovation and technology applications, and international outlook, etc. The facilities will also help promote exchanges with civil servants in other places on the development trends in public administration and sharing of management experience.

Other facilities in the composite development project

4. Apart from the College, the site in Kwun Tong for composite development will also provide or reprovision a set of facilities based on the principle of "single site, multiple uses". Apart from the high block which will house the Civil Service College and some other civil service supporting facilities, the low block will mainly provide social welfare and community facilities, including a centre for enhanced integrated vocational and skills training for persons with disabilities, a gerontechnology exhibition centre, a care professions training institute, an art gallery for artists with disabilities and a district health centre, etc. The composite development will also provide elevated walkways, public open space and a landscaped deck to enhance the walkability for the area. In addition, the existing bus terminus and public light bus terminus will be reprovisioned at the ground level under the deck, and a public carpark will be provided in the basement. The preliminary layout design is at [Annex 2](#).

Progress and timetable for the composite development project

5. To take forward the composite development project, the Government has devised necessary arrangements for reprovisioning the existing facilities at the project site in Kwun Tong (including the Holland Hostel and the Shine Skills Centre). We have also formulated plans for road works related to the project, and will arrange for gazettal in due course. We will tender for the design and construction of the project later this year, and it is our plan to consult the Panel on the funding proposal and submit a funding application to the Finance Committee in 2022. If everything goes smoothly and subject to timely funding approval by

the Legislative Council, the relevant construction works are expected to commence in the same year (2022). Depending on the actual progress of the construction works, the composite development is expected to be completed by phase beginning from the end of 2026.

Establishing the Civil Service College in 2021 (in the North Point Government Offices (NPGO) as interim accommodation)

6. The Government attaches great importance to enhancing training for the civil servants, and is planning to establish the Civil Service College in 2021. While construction of the premises in Kwun Tong takes time, we are upgrading the existing facilities of CSTD I which is located on 3/F to 5/F in NPGO. The upgrading works are expected to be completed in 2021 to enable the premises to be used as interim accommodation for the Civil Service College¹. CSTD I has an internal floor area of about 6 200 square metres. Apart from the facilities which have been renovated in recent years, upgrading of the Auditorium and related facilities is underway, and is expected to be completed within this year to tie in with the schedule of establishing the Civil Service College.

Enhancing the training programmes for civil servants

7. Apart from the hardware facilities, the Government is also committed to enhancing the training programmes for civil servants on the software front. A Civil Service Training Advisory Board comprising professionals and government officials was set up in November 2019 to give guidance on training programmes for the civil service and its long-term development strategy, and to prepare for the development of the new Civil Service College.

8. The Advisory Board has set up four working groups to examine four key areas of training for civil servants in a focused manner. These four key areas include national studies and the Basic Law, leadership development, innovation and technology applications, and international collaboration. The working groups have already commenced work, and will map out the way forward for enhancing training in the respective areas, with a view to strengthening training and development for the civil service.

¹ We will actively consider the possibility of retaining parts of the existing premises in NPGO for the long term operation of the College after completion of the new premises in Kwun Tong.

National studies training for civil servants

9. Enhancing the understanding of the civil service on national affairs and the constitutional order of the HKSAR will be a key priority of civil service training:

- (a) As the HKSAR is part of the country, it is important for civil servants to enhance their understanding of the latest developments of the Mainland and the relevant national strategies and plans. It is also necessary for civil servants to fully understand the constitutional order of the HKSAR established by the Constitution of the People's Republic of China ("the Constitution") and the Basic Law under the principle of "one country, two systems".
- (b) The HKSAR Government attaches great importance to national studies training for civil servants. We have in recent years enhanced substantially the training in this area, and have collaborated with nine Mainland institutions (including the National Academy of Governance, Tsinghua University, Peking University, China Foreign Affairs University, Zhejiang University, Nanjing University, Wuhan University, Jinan University and Sun Yat-sen University) to run national studies programmes in the Mainland. To enhance national studies training for civil servants, we will further increase the number of training places in these national studies programmes to allow more civil servants to attend training in the Mainland. We will also extend the Civil Service Staff Exchange Programme between Hong Kong and the Mainland to cover the Mainland municipalities in the Greater Bay Area ("GBA"), and continue to enhance the contents of the thematic visits to the Mainland municipalities in the GBA.
- (c) To enable new recruits to have an accurate understanding of the constitutional order established under the Constitution and the Basic Law, CSTDI has arranged for all new recruits to receive Basic Law foundation training within three years after their joining the service. The target number of new recruits receiving such training is 10 000 each year. We also run a National Studies Foundation Course for new recruits to deepen their understanding of the country's development and strengthen their sense of national identity. With the implementation of "The Law of the People's Republic of China on Safeguarding National Security in the HKSAR" ("the National

Security Law”), topics relating to the National Security Law have also been incorporated into the Basic Law courses. We will further enhance related courses provided for new recruits.

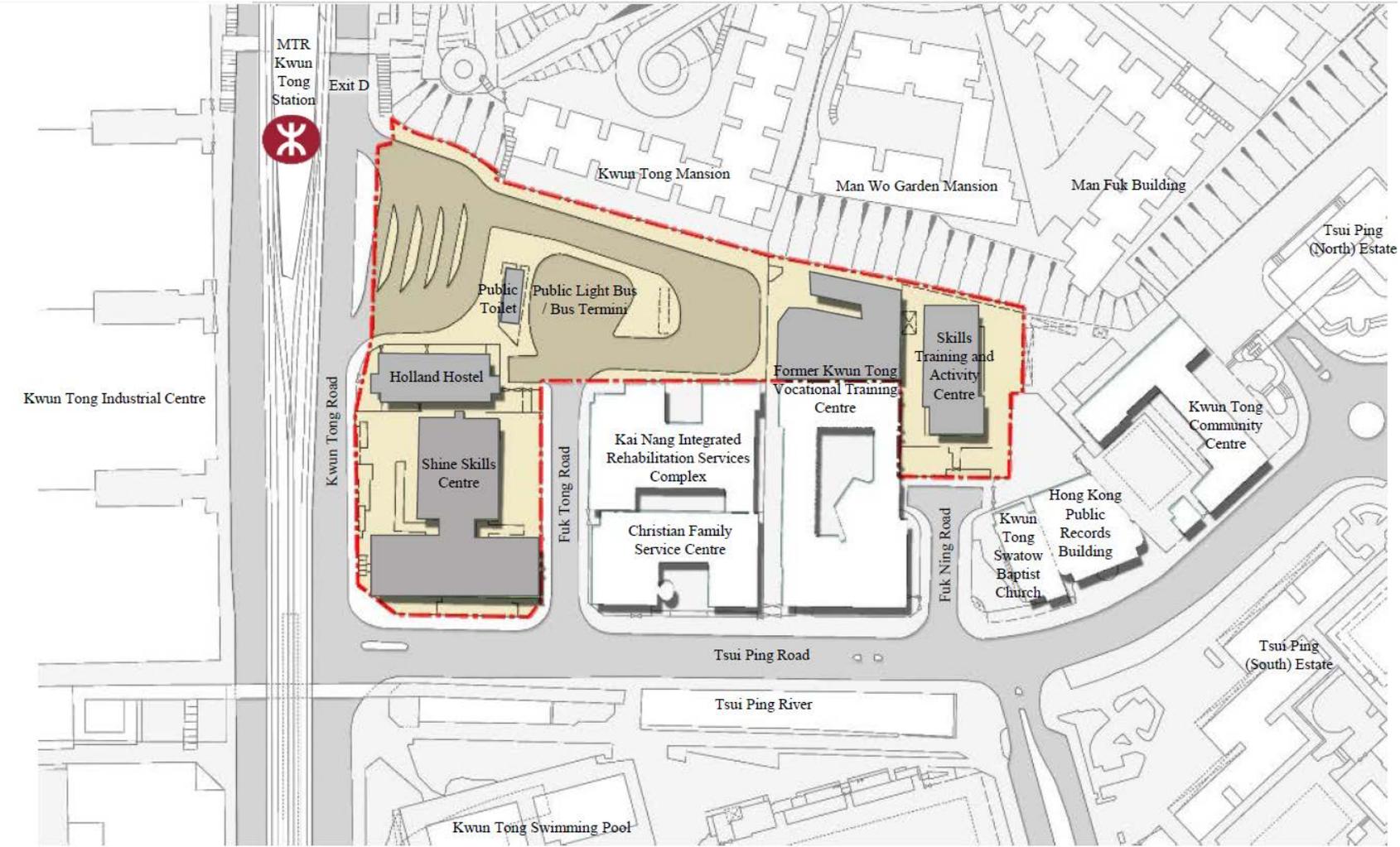
- (d) There have been many opportunities for middle and senior-level and directorate officers to receive training in national studies as they progress along the career ladder, so as to keep them abreast of the national policies and development from time to time. In this regard, CSTDI organises training programmes and thematic visits in the Mainland, as well as staff exchange programmes, for civil servants to gain first-hand experience about the country’s latest development, thereby further strengthening their sense of national identity.
- (e) For the national studies programmes co-organised by CSB and the nine Mainland institutions for middle and senior-level officers and directorate officers, the number of participants each year has increased to 1 000. In fact, the majority of directorate officers have already attended the above training programmes in the Mainland. They account for about 75% of the total number of directorate officers. As we will further increase the training places for programmes in the Mainland (see sub-paragraph (b) above), it is our target to raise the ratio to 100%.

Way Forward

10. Going forward, we will continue to press ahead pro-actively with the work of establishing the Civil Service College, including the Kwun Tong composite development project for providing long-term accommodation for the College and other facilities, the enhancement of the existing facilities of CSTDI in NPGO to tie in with the plan to establish the College in 2021, and the relevant work for the enhancement of civil service training and other preparations required for the establishment of the College.

Civil Service Bureau
February 2021

**Kwun Tong Composite Development Project
Site Boundary**



Kwun Tong Composite Development Project Preliminary Layout Design

