

**Policy initiatives relating to the civil service featured
in the 2018 Policy Address and Policy Agenda**

- The Government has identified a “Government, Institution or Community” site with an area of about 11 000 square metres in Kwun Tong for redevelopment. In addition to the **civil service college**, the preliminary proposal is to provide a District Health Centre and other community facilities in this composite development under the themes of “healthy living” and “lifelong learning”, with a view to enhancing the accessibility and city landscape of the district. *(Paragraph 24 of the Policy Address)*
- The Civil Service Training and Development Institute (“CSTDI”) will continue to **enhance training for civil servants**, including training in innovation and use of technology to tie in with the Government’s Smart City Blueprint for Hong Kong. *(Paragraph 25 of the Policy Address)*
- The Civil Service Bureau (“CSB”) will set up a **civil service training advisory board** comprising relevant professionals and government officials 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. *(Paragraph 25 of the Policy Address)*
- Following confirmation of the positioning of Chinese medicine in Hong Kong’s medical services, the Government will introduce Chinese medicine as part of the civil service medical benefits. CSB will explore which form to take in **providing Chinese medicine services** for civil service eligible persons, having regard to the existing mode of operation of different components of the civil service medical benefits and resources consideration. *(Paragraph 192 of the Policy Address)*

- The Government has decided to **extend the maternity leave** for all female employees of the Government to **14 weeks** starting from 10 October 2018. Officers whose actual or expected date of confinement falls on or after 10 October 2018 will all benefit from this initiative. *(Paragraph 221 of the Policy Address)*
- The Government will conduct a **grade structure review** for all disciplined services to ensure that the grade structures and remuneration are effective in attracting and retaining talents. *(Page 12 of the Policy Agenda)*
- CSB will, from 2019-20 onwards, **relax the award arrangements under the Long and Meritorious Service Travel Award Scheme** to allow awardees to flexibly nominate a travelling companion. *(Page 12 of the Policy Agenda)*
- The Government implements measures to provide **assistance and facilitation for persons with disabilities in applying for government jobs** to ensure that they have equal opportunity in this respect; and enhance internship programmes within the Government for students with disabilities to strengthen their competitiveness in job seeking. *(Page 165 of the Policy Agenda)*
- CSB will introduce **an internship programme within the Government for ethnic minority university students** on a pilot basis to enable them to gain work experience and strengthen their competitiveness in job seeking. *(Page 177 of the Policy Agenda)*
- CSTDI will provide civil servants with **induction training on cultural sensitivity or equal opportunities and other job-related training**. *(Page 177 of the Policy Agenda)*
- When the Government constructs **disciplined services quarters**, we will **increase the provision of car parking spaces** as far as technically feasible, taking into full account the unique operational requirements of the disciplined services. *(Paragraph 263 of the Policy Address)*