## Civil Service Newsletter



Issue No. 120 September 2025



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# Planning for a promising future with innovation

Civil Service Newsletter Editorial Board



**Enhanced co-ordination mechanism to foster inter-departmental collaboration** 

NM is one of the key policy initiatives of the Government. NM has an area of 30,000 hectares, about one-third of Hong Kong's total area. It covers Yuen Long and North districts, and is adjacent to Shenzhen's boundary zone with the greatest development momentum. As a new engine for the future economic development of Hong Kong, NM is also a green and livable new community, and a new platform for cooperation in the Greater Bay Area.

Ms Linn said that with NM entering the development stages and "spade-ready sites" made available gradually, the Chief Executive has proposed in this year's Policy Address that the level of decision-making for the NM development will be raised by establishing the Committee on Development of the Northern Metropolis under his leadership. Three working groups will be set up under the committee, focusing on attracting enterprises to engage in the building of the superstructure and industry establishment, as well as streamlining workflows and removing unnecessary barriers and restrictions. Dedicated legislation will also be introduced to accelerate the NM development. These show that the Government is striving to speed up the NM development for further developing our economy and improving people's livelihood.

Under the leadership of the Secretary for Development, Ms Bernadette Linn Hon-ho, the Development Bureau (DEVB) colleagues have been actively taking forward various major development projects in Hong Kong. In the interview, Ms Linn shared how the Government has strived to expedite the development pace of the Northern Metropolis (NM) through flexible strategies and strengthened communication with the relevant industries. She also outlined how DEVB had worked hand in hand with the construction industry to cope with the prevailing challenges, and elaborated on the measures taken to promote application of technology and training of talents. These efforts fully reflect the visions and determination of DEVB to build a bright future for Hong Kong.

To ensure effective implementation of the NM project, Ms Linn added, "The NM project is a cross-bureau undertaking. The Northern Metropolis Co-ordination Office (NMCO) under DEVB assumes an advocacy and coordinating role, both internally and externally, to coordinate the hardware and software development of NM with other bureaux at the strategic level for enhancing the quality of implementation."

## Achieving outcomes through removing barriers and maintaining two-way communication

Ms Linn stressed that in order to enhance the speed and efficiency in the NM development, the Government should always keep an open mind, actively listen to the voices of the industry stakeholders, and continue to remove barriers and restrictions for them. She elaborated, "For developers which own land in NM and intend to amend the land use for relevant developments, we will provide facilitation for the industry as far as possible. The in-situ land exchange arrangement has also be enhanced. On the other hand, we will conduct the expression of interest (EOI) exercise before inviting tenders for suitable projects to gauge the market demand, so as to formulate the terms of tenders that can better cater for the actual situation."



The Government is moving full steam ahead with the NM development. It is anticipated that NM will produce considerable "spade-ready sites" and floor spaces for various industries in the coming years, providing impetus for the growth of I&T as well as other industries, enabling Hong Kong to more deeply participate in the development of the Guangdong-Hong Kong-Macao Greater Bay Area, while creating quality job opportunities and living environment for the public.

This two-way communication mechanism has been fully implemented under the three recent pilot projects of large-scale land disposal approach in NM. DEVB received a total of 22 EOIs from the market for the projects in Hung Shui Kiu/Ha Tsuen New Development Area (NDA), Fanling North NDA and San Tin Technopole. She said, "The industry has put forward a number of constructive suggestions, including greater flexibility in the development period to enhance flexibility in the planning of the projects. There were also views that the implementation schedules of ancillary facilities surrounding the land parcels should be clearly set out in the tender documents. We are now analysing the views collected which reflect the market expectations, in order to finalise the details and terms of the future tenders."

## Flexible planning for optimal use of land resources\_\_\_\_

Speaking of the large-scale land disposal approach, Ms Linn remarked that it is one of the innovative and diversified development approaches in NM. "The Government identifies sizeable parcels of land, including those with commercial value and public facilities, for collective development by successful bidders. This approach can better leverage market forces to expedite the NM development while reducing the financial burden on the Government." She revealed that DEVB plans to first commence the tendering work for the pilot project of land parcels in the Hung Shui Kiu/Ha Tsuen NDA in the fourth quarter of this year.

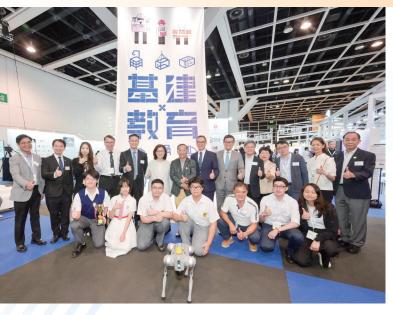
Apart from taking forward the three pilot projects under the approach of large-scale land disposal, the Government has also adjusted its development strategy by cancelling the tender for two sites in Yuen Long and Hung Shui Kiu, and has adopted a more targeted approach to utilise the land resources. "The Yuen Long site has been handed over to the Hong Kong Science and Technology Parks Corporation to establish a microelectronics ecosystem in the Yuen Long InnoPark. As for the Hung Shui Kiu site, the plan is for a company established by the



DEVB launched an EOI exercise in April 2025, inviting the market to submit EOIs for three ecotourism development proposals at Tsim Bei Tsui and Pak Nai.

Government to take up the management and operation in the form of an industry park." She explained that the views of the innovation and technology (I&T) sector as well as the logistics sector on the industry development strategy in the area had been fully taken into account. "We hope that these two sites will be put into optimal use to allow them to exert a greater role in promoting industry development. It is encouraging that the market is in general supportive of the approach as it can better tie in with the market needs."

All of these strategic planning approaches have formed an integral part of NM's overall development blueprint. As the construction projects in NM are being taken forward at full steam, Ms Linn outlined the vision of developing NM into a community ideal for people to live, work and travel. "NM will not only provide a quality living environment for our people, but will also attract a variety of industries to establish presence in the area, creating industrial parks one after another. Meanwhile, with the natural ecological features, NM will become an ideal community characterised by economic vitality and sustainable development."



The construction industry of Hong Kong collaborated with the education sector for the first time in organising a large-scale exhibition titled "Infrastructure x Education", which featured infrastructure projects in Hong Kong to promote STEAM (Science, Technology, Engineering, Arts and Mathematics) education related to the construction industry.

## Planning for eco-tourism while balancing conservation and development

The Government strives to promote island and coastal tourism. DEVB takes charge of three projects under large-scale land disposal, which include developing the ex-Lamma quarry site into an area for resort and outdoor recreational uses; developing Cheung Sha, Pui O, Shui Hau and Shek Pik into the South Lantau Eco-recreation Corridor; and developing Tsim Bei Tsui and Pak Nai into eco-tourism nodes. DEVB earlier invited the market to submit EOIs for these three projects.

Ms Linn mentioned, "This is the first time in recent years that the Government has initiated large-scale land disposal for the building of new tourism and recreation areas. Market views are particularly important to us. Take the Mainland and Singapore as examples. Both places have developed mature resort operation models. When planning for resorts with local characteristics, we need to widely gauge views from the industry to ensure that the development plan can suit the needs of the market and highlight Hong Kong's strengths."

Ms Linn pointed out that the three projects have their own features, among which Tsim Bei Tsui and Pak Nai encompass natural habitats that are of great ecological importance and landscape value. She stressed, "When promoting eco-tourism, ecological conservation must be given priority consideration. We propose that a coastal protection park should be established along Deep Bay coastal areas to actively conserve the ecology. As for the land of lower ecological importance in the area, including existing brownfield sites, we consider that an appropriate level of tourism development can be allowed. In addition to eco-tourism and recreation facilities, hotels and resorts that are compatible with the surrounding environment and an appropriate amount of mediumand low-density private housing can also be provided to support the relevant development."

Under the concept of "urban-rural integration" and rural tourism development for NM, DEVB hopes to provide facilitation for suitable village houses to develop small-scale home-stay lodgings and offer food and beverages. In this respect, Ms Linn said that NMCO is liaising with relevant departments to explore appropriate measures. She explained, "Take the development projects of small-scale home-stay lodgings as an example. We should adopt relatively flexible vetting standards for these projects in respect of land planning and regulation of supporting facilities as compared to those for building 10-plus-storey guesthouses." She added that DEVB will formulate guidelines on "urban-rural integration" for NM.

## Stable development of construction industry for promoting job opportunities

In view of the decline in construction volume in the private construction market in recent years, Ms Linn pointed out that the Government will continue to invest in the formation of land, infrastructure works and construction of facilities that are required by the community. As proposed in the Policy Address, on the basis that the original estimate for the average annual capital works expenditure was about \$120 billion in the coming five years, the Government will earmark an additional \$30 billion in the next two to three years to increase expenditure on works projects, thereby ensuring the construction industry's stable development and creation of job opportunities. "Currently, public sector projects, i.e. projects undertaken by the Government and public organisations, account for about 60% of the total construction volume in Hong Kong, while private sector projects account for 40%. With the development of NM in full swing, and the successive implementation of various major projects such as hospital expansion, the construction volume in the public sector will steadily increase. Nevertheless, we will maintain strict fiscal discipline and manage public works expenditures prudently." Meanwhile, the Government is implementing a number of measures to rationalise the project approval procedures to help developers expedite the works.

## Driving I&T development to inject fresh impetus into the construction industry

Given that the construction industry is facing a structural problem of an ageing workforce, Ms Linn emphasised that promoting technological application is a dominant trend. She said, "In the face of labour shortages, we cannot solely rely on imported labour. We need to keep pace with the times by making good use of technology to increase productivity, and identify the future development direction of the construction industry." She opined that application of technology can effectively attract new blood into the industry. As the younger generation is particularly interested in artificial intelligence, Building Information Modelling (BIM) technology, operating robots, etc., relevant innovative elements can increase the appeal of the industry.

The Building Technology Research Institute (BTRi) established last year plays a key role in promoting innovation in the construction industry. Apart from conducting applied research and development in areas covering innovative construction materials, construction methods and technologies, BTRi also devises and enhances construction standards, conducts testing and provides accreditation. Ms Linn indicated that BTRi, as a limited company wholly owned by the Government, is more flexible in operation than government departments and can more effectively promote co-operation among the Government, industry, academia, and research sectors. In just one year, BTRi has conducted a number of applied scientific research projects through pilot projects in public works projects. Besides, it has successfully launched the

Modular Integrated Construction (MiC) Manufacturer Accreditation Scheme to elevate the standards and reliability of MiC modules. At present, certificates have been presented to eight Mainland accredited manufacturers. BTRi is also preparing to implement a certification scheme for construction products and establish a central database to promote local application of high-quality and cost-effective construction products from the Mainland and overseas. "BTRi generates revenue by conducting applied research and development as well as providing accredited certification services. Such self-generated incomes enable BTRi to further expand co-operation with scientific research institutions in other regions."

## **Expanding training scale to better the talent pool**

Ms Linn said that another major work is promoting professional development of the construction industry as we need talent at different levels to sustain the development of our construction industry. DEVB established the Centre of Excellence for Major Project Leaders (CoE) in 2019. As the first of its kind in Asia, CoE offers a high-level project management and leadership development programme to senior government officials and leaders of major projects. CoE has also organised various international summits and conferences from time to time to promote exchanges and collaboration with international organisations as well as overseas and Mainland professional leaders, with a view to continuously enhancing the professionalism of the construction industry, and its capabilities in innovation and cost-effectiveness management.



The Building Technology Research Institute (BTRi) signed Memoranda of Understanding with the Guangdong Provincial Academy of Building Research, the Building and Construction Authority of Singapore, as well as three local universities to expand the collaboration network of BTRi for the promotion of innovative application in the construction industry.



DEVB hosted the International Infrastructure and Projects Leaders Summit on 15 November 2024, bringing together more than 500 major infrastructure project leaders and experts in infrastructure from over 20 countries and economies around the globe to delve into the strategies and policies of infrastructure delivery plans, and explore the challenges and opportunities in implementing mega infrastructure projects. The Secretary for Development, Ms Bernadette Linn Honho, delivered a speech at the Summit.

Last November, DEVB organised the three-day inaugural International Infrastructure and Projects Leaders Summit, bringing together more than 500 prominent infrastructure leaders and experts from over 20 countries and economies around the globe. At the Summit, these leaders and experts delved into the strategies and policies of future infrastructure delivery plans, and shared their insights on project implementation and management. Riding on the success of the inaugural summit, DEVB plans to host the second International Infrastructure and Projects Leaders Summit in 2026 in order to showcase Hong Kong's outstanding achievements and innovative technologies in the infrastructure field, tell good stories of Hong Kong and establish the "international infrastructure centre" brand.

Moreover, the Government also attaches great importance to enhancing the "quality" and "quantity" of training for local workers. DEVB has adopted a multi-pronged strategy, and has worked closely with the Construction Industry Council (CIC) and the industry. CIC has joined hands with partner training organisations to double the number of training places for skilled construction workers from 6,000 to at least 12,000 per year. Ms Linn mentioned that apart from encouraging new blood to join the industry, efforts should also be made to retain existing talents. Therefore, DEVB has collaborated with CIC to launch the "Multi-Skilled" Training Programme to subsidise in-service workers to acquire multiple skills and expand their room for development. "For example, through the training programme, painting workers can learn skills in another trade, which will not only increase their career choices, but will also enable the industry to deploy manpower in a more flexible manner, thereby effectively easing the manpower demand in various trades."

To further enhance the formation of the talent pool, the Government has at the same time launched a special subsidy scheme to provide support for employers who hire young graduates with construction-related degrees and higher diplomas. Employers who are successful in their applications will receive a monthly subsidy of \$5,000 for each employed young professional for one year. Ms Linn believed that the scheme can help the young generation establish a solid foothold in the construction industry. "Through this scheme, we can help the graduates stay in these professions to pursue development, receive continuous on-the-job training and acquire professional qualifications. When the numbers of private sector projects resume an uptrend, there will be sufficient professional talents in the industry ready for the next peak of development."

## Cherishing family time and building a strong team spirit

Ms Linn's extensive portfolio as the Secretary for Development ranges from land planning, developing NDAs, urban renewal, the work of coping with extreme weather conditions (such as flood prevention as well as landslip prevention and mitigation), to tree management. Challenges abound for each of the tasks. Despite a hectic work schedule, she tries to make time for dinner with her family. "My family members have got accustomed to having dinner with me after I return home from work, no matter how late it is. To me, there is nothing more precious than spending time and chatting with them over dinner." In addition to family support, religious faith is also a source of strength to her during challenging times. "As a Catholic, I draw tremendous strength from my faith, which helps me face various challenges with composure."

Having served as the Secretary for Development for over three years, she is most impressed by her team's cando spirit, strong teamwork and professionalism. "I am absolutely delighted to see that despite heavy workloads, our colleagues always stay positive and optimistic, with smiles on their faces. Whenever Legislative Council Members praise our team for our performance, I am truly proud of my colleagues."

Ms Linn previously served as Chairperson of the Civil Service Newsletter (CSN) Editorial Board. She remarked that the publication for serving and retired civil servants is of particular significance in the sense that "CSN not only showcases the professional work of various departments, but also features many good stories of the civil servants. Through this platform, we can share our experience with each other and pass on the ethos of delivering quality service, while encouraging colleagues to stay committed to duties and strive for the well-being of the public."

## The Chief Executive's Award for **Exemplary Performance**

Contribution of meritorious civil service teams recognised and commended Civil Service Bureau



The Chief Executive, Mr John Lee Ka-chiu was pictured with the two award-winning teams and guests attending the ceremony.

The presentation ceremony of the new round of Chief Executive's Award for Exemplary Performance was successfully held on 23 July 2025. The Chief Executive, Mr John Lee Ka-chiu presented award certificates to the two award-winning teams, namely the Hong Kong Special Administrative Region (HKSAR) Search and Rescue Team to quake-stricken areas in Myanmar in March 2025 and the Inter-departmental Preparation Team for Kai Tak Sports Park (KTSP) Commissioning in recognition of their outstanding performance.

The current-term Government launched the Chief Executive's Award for Exemplary Performance in 2023 to openly recognise meritorious and exemplary civil service teams or individuals, encouraging them to constantly strive for excellence and showcasing more clearly to the public the Government's work and the excellence of the civil service. After thorough consideration, the high-level Selection Committee of the Government put forward their recommendations to the Chief Executive for his decision, and the HKSAR Search and Rescue Team and the Inter-departmental Preparation Team for KTSP Commissioning are the winning teams under the new round of Chief Executive's Award for Exemplary Performance. This is the first time that two award-winning teams are granted the award at the same time since launching of the Chief Executive's Award for Exemplary Performance.

Addressing the ceremony, Mr Lee praised the two award-winning teams for having demonstrated their respective strengths, which not only set an example for the entire civil service, but also manifested the HKSAR Government's spirit of pursuing excellence and fearlessly taking on challenges. They told good stories of civil servants that all people are proud of through their actions.

The HKSAR Search and Rescue Team consisted of civil servants from the Security Bureau (SB), the Fire Services Department (FSD) and the Immigration Department (ImmD), as well as medical representatives from the Hospital Authority. March 2025, a major earthquake struck Myanmar, resulting in serious casualties. The HKSAR Search and Rescue Team rushed to Mantalay, one of the most devastated areas in Myanmar, to conduct search and rescue operations. The team completed 61 search and rescue operations covering 57 locations amid constant aftershocks and scorching heat in the disaster-stricken areas, and conducted joint operations with the China Search and Rescue

KTSP is the largest sports infrastructure project commissioned in Hong Kong. The Culture, Sports and Tourism Bureau (CSTB), SB, the Civil Service Bureau (CSB), the Transport and Logistics Bureau (TLB), the Hong Kong Police Force (HKPF) and the Transport Department (TD) formed an interdepartmental preparation team, and completed around 20 test events, including five large-scale drills, in just five months, mobilising about 140 000 civil servants to participate in the stress tests to evaluate the capability of KTSP and its surrounding facilities comprehensively, so as to become fully prepared for the grand opening ceremony on 1 March this year and the subsequent large-scale events.

Addressing the ceremony, Mr Lee praised the Preparation Team for demonstrating exceptional organisational capabilities and meticulous professional deployment in conducting the stress tests to thoroughly evaluate the capability of KTSP and its surrounding facilities. It also fully embodied the team spirit of "One Government" and overcame various challenges, making full preparation for the smooth opening of KTSP and successfully establishing KTSP as a world-class venue for major events.

Mr Lee said, "Hong Kong's ranking of second globally and first in Asia in the 'Government efficiency' section of the World Competitiveness Yearbook 2025 underlines the outstanding competence and effective performance of Hong Kong's civil servants. I will continue to strengthen the system to enable officials to better utilise their proactive leadership capability so that the civil service can bring out their efficiency and potential to the fullest and realise the Government's result-oriented policy initiatives through action."

The Secretary for the Civil Service, Mrs Ingrid Yeung Ho Poi-yan, extended heartfelt congratulations to the two teams for being awarded the Chief Executive's Award for Exemplary Performance. She said, "I am so delighted that CSB colleagues receive this award for the first time. Despite difficulties and challenges, they accomplished the tasks assigned and manifested seamless teamwork, setting a role model for civil servants. My warmest congratulations go to all awardees. I hope that other colleagues in the civil service will learn from the winning teams, and continue to uphold professionalism and strive for excellence."



The Chief Executive, Mr John Lee Ka-chiu, praised the two award-winning teams for their remarkable work in his speech delivered at the presentation ceremony of the Chief Executive's Award for Exemplary Performance.

Team, successfully rescuing one survivor who had been trapped for more than 125 hours, and excavated two bodies from the debris. Mr Lee said that the HKSAR Search and Rescue Team participated in the international humanitarian rescue mission for the second time. The team has drawn experience from the search and rescue work in guake-stricken areas in Türkiye in 2023, and has established an effective collaboration mechanism with the China Search and Rescue Team, using artificial intelligence and cutting-edge equipment to enhance the accuracy and efficiency in conducting search and rescue operations. He commended the HKSAR Search and Rescue Team members for their tenacity, professionalism and outstanding teamwork. The spirit of international humanitarianism and selfless dedication have been fully demonstrated.



Representatives of the HKSAR Search and Rescue Team, including dog handler of the Search and Rescue Dog Team of FSD Mr Chiang Tin-long (first left); the Government Security Officer of SB, Mr Wilson Wong Kwok-kei (second left); the then Commander of the HKSAR Search and Rescue Team, Mr Cheu Yu-kok (centre); and the Immigration Officer of ImmD, Mr Wong Yui-ching (second right), shared their experiences and feelings on the rescue mission at the ceremony.



The Chief Executive, Mr John Lee Ka-chiu (front row, right) presented an award certificate to the then Commander of the HKSAR Search and Rescue Team, Mr Cheu Yu-kok (front row, left).



Chief Executive Mr John Lee Ka-chiu (front row, centre) presented an award certificate to the Commissioner for Sports, Mr George Tsoi Kin-pan (front row, first left), and the then Director of Operations of HKPF, Mr Joe Chan Tung (front row, first right).



Representatives of the Inter-departmental Preparation Team for KTSP Commissioning, including the Division Commander (Ngau Tau Kok) of HKPF, Ms Chan Shuk-ping (first left); the Assistant Secretary of SB, Ms Carol Chan Ka-wah (second left); the Assistant Secretary of CSTB, Mr Henry Mak Shui-hei (third left); the Chief Executive Officer of CSB, Miss Elaine Ip Wai-man (third right); and the Chief Transport Officer of TD, Miss Marie Sin Kai-wai (second right), shared their experiences and feelings on the preparatory work of the opening of KTSP.

Live webcast of the Chief Executive's Award for Exemplary Performance Presentation Ceremony (Archive) (URL: https://isd.wecast.hk/vod/?id=17983)



TV programme of the Chief Executive's Award for Exemplary Performance

(URL: https://www.rthk.hk/tv/dtt31/programme/ceaep2025/episode/1033731)



## "Dongjiang River-An Inseparable Bond, The 60th Anniversary of Dongflang Water Supply to Hong Kong

Water Supplies Department

The uninterrupted Dongjiang water supply to Hong Kong since March 1965 has been providing the city with sufficient and stable fresh water supply, which enables Hong Kong people to live and work in a better place, and demonstrates the country's longstanding care rendered to our city. To mark the 60th anniversary of Dongjiang water supply to Hong Kong this year, the Water Supplies Department (WSD) has organised a diverse range of commemorative activities under the theme "Dongjiang River - An Inseparable Bond, Our Blessed Origin" to celebrate this significant milestone with the public and express our gratitude to the country.

#### Joint celebration by the governments of **Guangdong and Hong Kong**

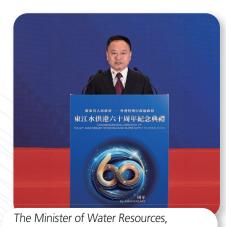
The governments of Guangdong and Hong Kong jointly held the Commemoration Ceremony of the 60th Anniversary of Dongjiang Water Supply to Hong Kong and the Launching Ceremony of Dancing Water Drops Exhibition at the Central Government Offices, Tamar on 31 March 2025. The Chief Executive, Mr John Lee Ka-chiu, together with other honourable guests, officiated at the ceremony and launched the Dancing Water Drops Exhibition. Highlights of the thematic television programme on Dongjiang water supply featuring the origin of the Dongjiang-Shenzhen Water Supply Scheme and Dongjiang River were also premiered at the ceremony to enhance the public's understanding of the history and development of Dongjiang water supply to Hong Kong.







The Governor of Guangdong Province, Mr Wang Weizhong, spoke at the ceremony.



Mr Li Guoying spoke at the ceremony.

#### Largest water drop-shaped installation

The Dancing Water Drops Exhibition was specially created by internationally renowned artist Mr Simon Ma in celebration of the 60th anniversary of Dongjiang's water supply to Hong Kong. The display of never-fall water drop-shaped installations of various sizes symbolised the vitality that Dongjiang water brings to Hong Kong. On Mother's Day, the exhibition presented a 28.8-metre-tall giant water drop-shaped art installation for the first time, which is by far the largest of its kind among similar exhibitions, signifying that the uninterrupted water supply from Dongjiang to Hong Kong is like a mother's unconditional love and care for her children.

## Bringing together water industry leaders from around the globe

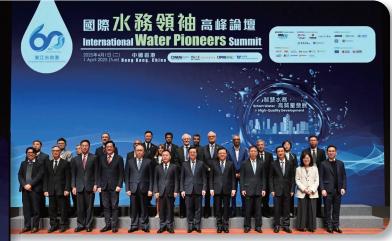
The International Water Pioneers Summit (the Summit), with the theme of "Smart Water • High-Quality Development", was jointly organised by WSD and other professional institutes on 1 April this year. Internationally renowned experts, academics and leaders from the water supply sector gathered at the Summit to explore new opportunities and prospects for collaboration in the development of water supply sector, giving full play to the distinctive role of Hong Kong as a connector between the country and the rest of the world.



The Summit invited renowned experts, academics and leaders from the water supply sector from all over the world to participate in the keynote presentations and discussions.











## Tailor-made education and publicity activities

Taking into account the preferences of different age groups, WSD curated a wide array of education and publicity events, including territory-wide interactive roving exhibitions as well as events for people who enjoy running and hiking such as running competitions, phototaking challenge, and guided tours to waterworks. As for the youth, WSD organised thematic school talks and Mainland study tours for them to learn about the history of Dongjiang water and experience the country's immense support and care rendered to Hong Kong.







Territory-wide roving exhibitions with interactive games to attract public participation.





The running competition for the 60th anniversary of Dongjiang water supply to Hong Kong attracted a large number of running enthusiasts and their children.



A section of the Dongjiang water main was decorated as a bamboo with pandas and a WSD mascot named Water Save Dave dressed in a panda costume to attract the public to take photos.

#### Fascinating events throughout the year

Riding on the success, WSD continues to launch other brand new events in the second half of this year, including a study tour on national water infrastructure, culture and technology, a rowing competition, "An Inseparable Bond, Our Blessed Origin: 60th Anniversary of Dongjiang Water Supply to Hong Kong" exhibition, the Good Water Good Fish Logo Design Competition, and a Fun Day in celebration of the 60th anniversary of Dongjiang water supply to Hong Kong.



The Cyber Security and Technology Crime Bureau of the Hong Kong Police Force (HKPF) and the Government Computer Emergency Response Team Hong Kong (GovCERT.HK) under the Digital Policy Office (DPO) jointly held the 9th Inter-departmental Cyber Security Drill on 26 May 2025 to strengthen the overall defensive capabilities of government departments against cyber attacks. The drill held in the Central Government Offices this year included representatives from 71 bureaux and departments, as well as industry experts from six professional and academic institutions. More than 280 personnel participated in the drill, setting new records in both scale and attendance.

Addressing the opening ceremony of the drill, the Commissioner of Police, Mr Joe Chow Yat-ming, said that "The Chief Executive's 2024 Policy Address" announced the introduction of a "Three-tier Prevention" Framework" to strengthen counter-terrorism efforts. In this connection, a counter-terrorism segment titled "Counter-Terrorism Information Security Awareness Challenge" and the "Cyber Defence Tournament", were introduced for the first time this year, aiming to enhance personnel's ability to handle cybersecurity incidents and bolster the Government's overall defence capabilities against cyber terrorism threats. He pointed out that while the Government promotes digitalisation to improve administrative efficiency, it also faces increasingly severe cybersecurity challenges. All government departments must be well-prepared and strengthen inter-departmental collaboration to ensure that Hong Kong continues to play an important role within the national security framework, contributing to social stability and safeguarding national interests.

The counter-terrorism segment, "Counter-Terrorism Information Security Awareness Challenge" was coordinated with the support of the Information Security and Technology Application Working Group. It utilised a highly interactive real-time Q&A platform to raise information security awareness and improve decisionmaking capabilities in responding to cybersecurity threats among senior management and information technology (IT) security officers across various bureaux and departments. The "Cyber Defence Tournament" was conducted in the form of a "blue teams versus red teams" approach, where government personnel formed "blue teams" to collectively respond to simulated cyber attacks launched by "red teams" composed of cybersecurity industry experts and academics in a virtual network environment.

The Government will continue to implement various measures to enhance its cybersecurity capabilities in order to ensure that all departments can effectively counter cyber attacks and uphold overall cybersecurity.



The Commissioner of Police, Mr Joe Chow Yat-ming addressed the opening ceremony of the 9th Inter-departmental Cyber Security Drill.



"Blue teams versus Red teams" at the "Cyber Defence Tournament".



The Commissioner of Police, Mr Joe Chow Yat-ming (centre) was pictured at the opening ceremony with members of the Information Security and Technology Application Working Group, the Deputy Commissioner of Police (Operations), Mr Keith Yip Wan-lung (third left); the Assistant Commissioner of Police (Crime), Ms Eve Chung Wing-man (second left); the Assistant Commissioner of Police (Information Systems), Ms Catherine Kwan Chui-ching (third right); the Chief Superintendent of Cyber Security and Technology Crime Bureau, Mr Raymond Lam Cheuk-ho (first left); the Superintendent of Inter-departmental Counter Terrorism Unit of HKPF, Ms Srimurjani Jani (first right), and the Assistant Commissioner (Project Governance and Cybersecurity) of DPO, Ms Candy Chan Waichung (second right).



Participants of the Q&A session of the "Counter-Terrorism Information Security Awareness Challenge".





Civil Service Bureau

manpower by promoting digitalisation in the Government

- Q & A

In an era defined by rapid technological advancement and rising public expectations, the Hong Kong Government is embracing innovation and technology (I&T) to transform public service delivery. With a strategic focus on digitalisation, artificial intelligence (AI) and big data, the Government has been actively reshaping its operational mode to enhance operational efficiency and elevate the quality of public services.

In the past few months, the Civil Service Bureau (CSB), with the assistance of the Digital Policy Office (DPO), has launched a series of initiatives to encourage bureaux and departments (B/Ds) to optimise the use of civil service manpower resources through technology solutions. These initiatives are part of a broader vision to build a smart government and promote Hong Kong as a centre of excellence in applying technology in public service.

Speakers exchanged views with the participating colleagues during an interactive question and answer session.

To complement these online resources and deepen civil servants' understanding of Al's potential, CSB, in collaboration with DPO, organised the Seminar on "Embracing Artificial Intelligence in the Civil Service" on 24 June this year, which attracted the participation of about 120 directorate officers from various B/Ds. At the seminar, the Smart Government Innovation Lab (Smart LAB) of DPO introduced a wide range of ready-to-use AI application solutions from the I&T industry in the "Al+ Tool and Solution Catalogue" launched by the Smart LAB. These solutions suit the needs of the Government, and are conducive to enhancing the work efficiency and optimising human resources. In addition, the Census and Statistics Department, the 1823 service hotline under the management of DPO, and the General Grades Office also shared their successful experience in adoption of digitalisation solutions and AI in their operations.



Separately, CSB launched a thematic website on Manpower Optimisation (https://mp.host.ccgo.hksarg/en/home/index.html) on the Central Cyber Government Office on 24 June this year. This website is designed to share success stories of various B/Ds in streamlining workflow, enhancing productivity and optimiding manpower resources through adopting technology solutions and management measures; showcase AI tools and technology solutions to facilitate B/Ds' adoption; and provide useful resources such as presentation materials of seminars.



The forum was co-organised by DPO, Hong Kong Cyberport, HKPC and HKSTPC, with participation from industry representatives.



A speaker from the industry gave a presentation on company products at the forum.

Building on these knowledge-sharing efforts, the first forum of the "AI+ Civil Services Technology Forum Series" themed on "Smart Governance Era – Digital Agents & Smart Meetings for Efficiency" was co-organised by DPO, Hong Kong Cyberport, the Hong Kong Productivity Council (HKPC), and the Hong Kong Science and Technology Parks Corporation (HKSTPC) on 8 August this year. Two main themes, namely "Aldriven Digital Human Customer Service" and "Al Meeting Minutes Summaries and Communication Collaboration", were explored at the forum. Speakers from the industry offered insights into the latest advancements and real-world application of these AI solutions, and the Judiciary also shared its successful experience in using voice-to-text technology in court environment. The forum provided a dynamic platform for interactions and exchanges among the participants, enabling them to explore the use of AI technology to optimise day-to-day operations in the civil service.

By integrating AI and big data into its daily operations, the Government is creating a more flexible, responsive and efficient civil service. CSB, together with DPO, will continue to encourage B/Ds to explore technology solutions and management measures. Also, B/Ds will be briefed on these solutions through reports, briefing sessions, thematic technology forums, seminars and departmental visits for promoting wider application of I&T in the civil service. B/Ds are welcome to seek technical advice from DPO on the adoption of AI or other digitalisation solutions in their daily operations.



Planning Department

Since its establishment in 2022, the Planning Department (PlanD) Volunteer Team has been devoted to community service by organising a diverse range of volunteer activities in collaboration with various organisations. Colleagues are encouraged to volunteer in their spare time to serve people in need for promoting a caring spirit in society.

This year marks the 35th anniversary of PlanD. On 26 April this year, PlanD Volunteer Team organised "Walk with harmony across generations: Mai Po Eco-Visit" with the Hong Kong Christian Service and The Y.Elites Association. The event was co-ordinated by the Civil Service Bureau (CSB) and sponsored by the Hong Kong Jockey Club (HKJC). Six volunteers from Home<sup>2</sup> Youth Hostel also participated and assisted in organising the event. Accompanied by the volunteers, more than 10 ethnic minority families went on a walking tour of the Mai Po Nature Reserve (MPNR), which aimed at encouraging the ethnic minority families to actively integrate themselves into the community, and care for their own physical and mental well-being, while also fostering intercultural understanding and exchange.

minorities



The children actively raised questions during the tour.

#### Civil Service Volunteer Service



Mr Tom Yip Chi-kwai (first right), the Head of External Affairs of the Hong Kong Jockey Club, Mr Freely Cheng (second row, third left) and the volunteers from PlanD, took a walking tour of the

Mai Po Nature Reserve.

It was a sunny day and volunteers from PlanD led more than 20 South Asian parents and their children to visit MPNR. During the tour, only a few waterbirds were spotted as it was not the migration season of birds. Even so, the children were in high spirits and very curious about the characteristics of waterbirds and the bird-watching facilities. They eagerly asked questions about the habits of different waterbird species and how to look for these birds. The ecotour guide of MPNR helpfully answered the children's questions, while the volunteers explained in detail the role of urban planning in environmental conservation. The energetic children continued their exploration in the wetland, and they were amazed to see a few buffaloes grazing leisurely. With the encouragement of the volunteers, the children took a closer look at these gentle animals. It was a truly memorable experience for the young participants. When viewing the skyline of Futian across the river from MPNR, there was a striking contrast between the tranquillity of nature and the urban bustle — a vivid reflection of the balance achieved between development and conservation. Through this immersive experience, the participants have been deeply impressed by the connection with nature and have gained a better understanding of the importance of wetland conservation and environmental protection.

PlanD Volunteer Team led the ethnic minority families

to learn more about the ecological environment.

Mr Alvin Kan Cheung-heng, Town Planner of PlanD and a member of PlanD Volunteer Team, said that the event was very meaningful and memorable. One of the highlights of the visit was the tour of the gei wai shrimp ponds, where the eco-tour guide of MPNR and volunteers explained the unique aquaculture methods in an engaging way, linking up sustainable practices with wetland conservation and also raising ecological awareness among the participants. Another volunteer Mr Nicol Yu Wai-kin, Town Planner of PlanD, said that the eco-visit was blessed with fine weather and he would like to extend heartfelt thanks to CSB, HKJC and all the volunteers for their meticulous arrangements and concerted efforts, which had made the event a great success. PlanD Volunteer Team will continue to organise and take part in a wider range of community activities, thereby contributing to Hong Kong's bright future.



"Fun House on Saturday"
co-organised by the Buildings Department
Volunteer Team and the Chak Yan Centre
to enhance children's awareness of
care for animals

**Buildings Department** 

On 21 June 2025, the Buildings Department Volunteer Team (BDVT) led by Ms Pelene Ng, the Deputy Director of Buildings and Honorary Team Leader of the BDVT, visited the SPCA Jockey Club Centennial Centre in Tsing Yi with about 20 primary school boarders from the Society of Boys' Centres - Chak Yan Centre. During the visit, the children enjoyed a wide range of fun-filled learning experiences.

The volunteer activity was a collaborative effort supported by the Civil Service Bureau, sponsored by the Hong Kong Jockey Club, and organised by BDVT in collaboration with volunteers from the Development Bureau, and the Chak Yan Centre, fully demonstrating the spirit of cross-sector collaboration.

On that day, an array of activities were arranged, including interactive learning experiences in the immersive classroom, a workshop on making toys for cats, interaction with the Canine Ambassadors, and

a tour of the animal adoption centre. Through these fun-packed, engaging and interactive activities, the kids have not only gained a better understanding of animals, but have also learnt to respect life and developed a sense of responsibility and empathy. Besides, the children have become aware that "adoption instead of buying" is a choice which embodies the spirit of humanity.

We encourage everyone to make an effort to consider pet adoption and give stray animals a home.

## **Civil Service Volunteer Service**



The children, accompanied by the volunteers, learnt to make toys for pets.



The staff guided the children in a tour of the animal adoption centre.



The children gained a better their understanding of animals through interaction with the Canine Ambassadors.



The children participated in the immersive and interactive classroom experiences.

#### Highlights of the event







#### **Good Stories of Civil Servants**

# Award-winning social workers of SWD serving the public with passion and professionalism

Social Welfare Department



Mr Ivan Lau Yan-chi (first row, third right), Ms Mandy Yim Wai-man (second row, fourth left) and Mr Benson Lo Shun-pan (third row, third right) were presented with the "Heartwarming Social Workers Awards", while Ms Emily Tsoi Mei-yip (second row, first left) was given the Merit Award. The recognition of their efforts is a great encouragement to SWD.

## Inspiring service users through personal experiences



Mr Lau won the gold medal in the Boccia BC4 Pairs event of the 2004 Athens Paralympic Games.

Mr Ivan Lau was the gold medalist in the Boccia BC4 Pairs event of the 2004 Athens Paralympic Games. Having suffered from spinal muscular atrophy since a young age, Mr Lau crossed his path with many devoted and caring social workers along his growth journey, which made him aspire to be a social worker. Having joined the Social Work Officer grade of the SWD in 2009, Mr Lau conducted frequent visits to residential care homes, where

he had to explain the purpose of his visits time and again because he was often mistaken as a resident of the care homes. Despite this, he won the trust of his clients through communication in a professional manner. Mr Lau once handled a case of an elderly man who was diagnosed with cancer and considered it a waste of money to receive medical treatment at his age. At first, he planned to give up on treatment, but Mr Lau kept encouraging the elderly man through his own experiences of overcoming adversities and successfully convinced him to appoint Mr Lau to apply for subsidies on his behalf, so as to settle part of his medical expenses and receive medical treatment. Mr Lau is

Around 2,500 social workers are deployed to various units of the Social Welfare Department (SWD) to provide quality welfare services for members of the public. Four social workers of the SWD have recently been commended for their outstanding performance and professionalism in an election for organised by the Hong Kong Social Workers Association in 2024-25. The election aimed to recognise the social workers and students of social work sector who have served Hong Kong and to share their touching stories. SWD's social workers Mr Ivan Lau Yan-chi, Ms Mandy Yim Wai-man and Mr Benson Lo Shun-pan were presented with the "Heartwarming Social Workers Awards", while another SWD's social worker Ms Emily Tsoi Mei-yip was given the Merit Award. The recognition of their efforts is a great encouragement to SWD.



Mr Lau (front row, second right) was presented with the "Top Ten Regeneration Warriors" Award in 2011.



delighted that the service users are encouraged by his personal experiences and believes that with faith and determination, we can find our own positions no matter what difficulties we encounter.

#### **Good Stories of Civil Servants**

## Promoting child protection and pursuing self-enhancement

Having served in the social welfare sector for seventeen years, Ms Mandy Yim is now working in a Family and Child Protective Services Unit of SWD, and is responsible for assessing and handling suspected cases involving domestic violence and child abuse. As a mother, Ms Yim cannot help feeling sad whenever she comes across cases involving children suffering from physical maltreatment. However, she always reminds herself of the professional role of a social worker in maintaining objectivity at work and understanding the views and needs of children from their perspectives. According to Ms Yim's observations, some child abuse cases stem from overprotective parents who fail to express their love for their children properly. One of the cases Ms Yim handled involved a father who forced his daughter with suspected parasitic infection in her hair to use strong medicated shampoo, which caused her to experience low self-esteem due to scalp problems



Ms Yim (first row, first left) received the "Heartwarming Social Workers" Award.



Ms Yim was a host for the Training on Handling Abuse Cases against Children and Mentally Incapacitated Persons.

and hair loss. Ms Yim accompanied the girl to medical consultations during which the misconceptions of the father were corrected, through the doctors and eventually mended the relationship between the father and his daughter was mended. Ms Yim hoped that she could help more people in need with her experience in social services, and provide more professional services for the community through self-enhancement.



Ms Yim is dedicated to child protection and believes that every child should be loved and protected.

## Walking side by side with service users wholeheartedly

Mr Benson Lo has been working in the social welfare sector for more than twenty years. Serving in various SWD units with great commitment, he has been upholding the belief of walking side by side with service users, and found it most unforgettable to have handled the cases involving crisis intervention. He recalled a student suicide case in his service district on a Sunday some years ago. No sooner had he noted the incident than he rushed to the scene to provide support for the family concerned. By keeping the family members company and showing care for them, he made every effort to help the family recover from the tragedy. This allowed him to experience the warmth and significance of social work services. To him, every case or every experience at work is more than just a case reference number or a task. It is an experience that touches people's hearts.



Mr Lo was one of the awardees of the "Heartwarming Social Workers Awards" in 2025.

#### **Good Stories of Civil Servants**



Mr Lo was presented with The Ombudsman's Awards for Officers of Public Organisations in 2024.



Mr Lo (first right) helped strengthen family cohesion through district-based activities and promoted the work of building harmonious families.

## Saving families in crisis through sincere conversations

Ms Emily Tsoi has been working at the frontline throughout her thirteen years of service at SWD. She still remembers the day when she handled a request for assistance at an Integrated Family Service Centre soon after assuming her post. Ms Tsoi received a call from a mother, who claimed to be sitting in a dangerous position on the rooftop and requested care services for her two daughters after her passing away. While it was the first time Ms Tsoi handled an attempted suicide case, she tried her best to stay calm, alerting her colleagues by raising her voice over the phone and at the same time jotting down the location of the help-seeker for her colleagues to make a report to the Police. Through her sincere conversations with the mother, Ms Tsoi managed to gain time for enabled the rescuers to conduct rescue operation, so that the mother and her family could be saved eventually.



Ms Tsoi received the Merit Award in an election organised by the Hong Kong Social Workers Association in 2025.



Ms Tsoi hosted a district consultation meeting of the Policy Address in 2024

## Telling good stories of the social welfare sector

These four social workers of SWD have served the public with professionalism, commitment and empathy while inspiring service users through personal experiences, thereby telling good stories of the social welfare sector. SWD will continue to stay committed to its duties and to provide quality welfare services for the community.

#### **Pensioners' Corner**

# Combining work interest with life

Civil Service Newsletter Editorial Board

Mr Leo Wong Man-kin retired as Senior Leisure Services Manager in the Leisure and Cultural Services Department (LCSD) after 35 years of dedicated work in the civil service. Over the years, in addition to witnessing the development of recreation and sports programmes in Hong Kong, he has also become passionate about sports on account of his work. In his spare time, Mr Wong has been an enthusiast for distance run and "touch rugby", while actively championing the promotion of sports culture as a qualified trainer/coach in various types of sports activities.

#### A civil service career to fulfil goals

Recalling how he joined the civil service, Mr Wong reminisced about his secondary school years and said that "As a member of Hong Kong Red Cross, I often provided support for organising activities. It was an interesting yet challenging experience." In 1983, he joined the Government as Assistant Recreation and Sports Officer II after graduating from tertiary institution and started his 35-year career as a civil servant.



Mr Wong served in the Leisure and Cultural Services Department for 35 years.



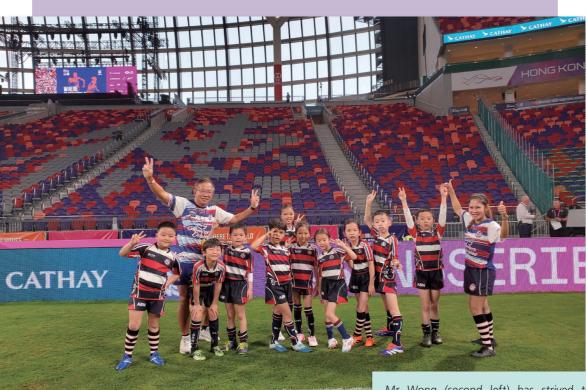
**Pensioners' Corner** 







Life is as unpredictable as the weather. Mr Wong mentioned an unexpected episode on the day of the final competition. In the early hours on that day, typhoon signal No. 8 was issued and the event was subject to changes. "In view of the hectic schedule of snooker stars and considering that some of them had to leave Hong Kong right after the event at night, it was almost impossible to postpone the match." In response to such an emergency, the organiser promptly explored contingency plans, including closed-door competition and live television broadcasting. Thankfully, typhoon signal No. 8 was cancelled in time, and after co-ordination by relevant parties, the match commenced at 3 p.m. the same day, only an hour behind schedule. A large crowd of ticket holders gueued up early for the long-awaited competition to see the thrilling match between snooker stars. "Through this experience, I have profoundly understood that close communication and flexible response are of paramount importance in organising large-scale events. All efforts made were worthwhile as the tournament was widely acclaimed and the audience had best-ever experiences."



In all these years, Mr Wong never spared himself in making contribution to the sports field. He said that his greatest satisfaction came from the smiling faces of the public. "Some years ago, I was tasked with the preparatory work for a visit by a delegation of Mainland gold medalists to Hong Kong. Despite the tight schedule of preparation, I found the experience rewarding and exhilarating as I saw the interactions between the general public and the athletes as well as their radiant smiles. These memorable moments have reinforced my belief in the need to promote the sports culture in our community."

After retiring in 2018, Mr Wong continued to serve in LCSD for nearly five years under the Post-retirement Service Contract Scheme, during which he was mainly responsible for the project of the Territory-wide Physical Fitness Survey for the Community. The survey covered people of different age groups across Hong Kong, aiming to analyse the relationship between the physical exercise pattern and the physical fitness of people through questionnaire surveys and fitness tests. "I studied sociology at tertiary institution and gained some insights into conducting surveys. I also worked out regularly, so I was particularly interested in this project." He said the survey found that some members of the public did not meet the daily physical activity level as recommended by the World Health Organization. In view of this, he has made greater efforts in promoting sports for all, and has also led by example in participating in sports and encouraging others to do regular exercise.



Mr Wong (second left) has strived to promote "touch rugby", hoping that students can develop team spirit through learning this type of sports and social interaction can also be promoted.



Mr Wong (front row, fifth right) was pictured with his colleagues during the visit to Hong Kong by a delegation of Mainland Olympians at the Tokyo 2020 Olympic Games.



Mr Wong (fourth left) is passionate about teaching children how to play "touch rugby"

## Promoting sports and pursuing professional knowledge

When mentioning his personal experience in sports, Mr Wong said with a chuckle that he was not talented at sports during his secondary school years. It was not until he joined LCSD that he came to explore the fun world of sports. "I am not as strong and nimble as an athlete. However, working in LCSD gave me ample opportunities to get to know different types of sports, enabling me to pursue sports activities with vigour over time and become fascinated by the amazing world of sports."

In order to enhance his professional knowledge of sports, he became a qualified coach/trainer for a number of sports activities. "I studied a football referee course, which was of great help to me in organising football matches and arranging competition schedules. Also, I am a qualified fitness trainer and the knowledge learnt came in useful as one of my duties was to monitor the fitness programmes. I could communicate with people in the sports sector effectively as we spoke the same language."

Moreover, Mr Wong has developed immense interest in rugby. "I started out as a parent accompanying my kid to attend rugby lessons, and then became a 'parent-cumcoach' myself. Later on, I established a rugby club with other parents sharing the same interest to promote rugby culture." The main goal of the club is to promote "touch rugby" for enjoyment by more people as it is a sports game with minimal physical contact among players and suitable for all age groups and mixed teams.

Pensioners' Corner

Pensioners' Corner



After retirement, he continues to teach "touch rugby" in schools, reaching out to students of different backgrounds. "We expect that students can develop team spirit through learning this type of sports, and social interaction can also be promoted." He readily admitted that he enjoyed the time spent together with children. It is hoped that young players can learn the ethnical culture and disciplines in sports as well as the importance of respecting referees and teammates.

acclaimed snooker player, Mr Ronnie O'Sullivan (centre) in the Hong Kong Masters snooker tournament in 2017.

Apart from the passion for rugby, Mr Wong is also an avid long-distance runner. "I started making dedicated efforts to practise running in my forties. At first, I took part in marathons simply to set a goal for myself and encourage myself to keep on practising." He has participated in various marathons held in different places like Japan and Taiwan for many times.

Among all the races, the most memorable experience for Mr Wong was the Tokyo Marathon in 2016. "It was one of the six World Marathon Majors. As a first-timer, I turned out to be a ballot winner. How fortunate! The event was impressively large-scale and full of excitement. When we went by, engaging performances were staged by primary school students to cheer us on. Some members of the public also distributed bottled beverages to the runners on their own initiative. The enthusiastic support shown by the spectators was a great encouragement to all participants. The joyful atmosphere throughout the event in the city was truly unforgettable."



## Embracing new opportunities in a new chapter

was full of challenges

for the Hong Kong Masters snooker tournament in 2017, and the process

Mr Wong leads a fulfilling life after retirement. He works out regularly and actively serves the community as a volunteer. "I focus on two types of volunteer services. The first is to provide photo-shooting service for volunteer activities organised by the Agency for Volunteer Service as a member in its photography team, one of the specialised talent teams. The second is about environmental protection, such as cleaning of shorelines and conservation of villages." Through volunteering, he can contribute to the community, make friends with like-minded people and have a wider social circle after retirement.

"My long-held goal is to conquer the Himalayas." To Mr Wong, retirement is another fascinating chapter for him to pursue his dreams. "I made it to the top of Mount Fuji earlier, and the life-changing experience has boosted my confidence in facing more daunting challenges. Climbing the Himalayas is always on my wish list and I am exploring suitable routes and opportunities. Hopefully, I can take on this life challenge soon."



#### Early planning for blissful journeys

Mr Wong shared a few words with soon-to-retire civil servants, "We should stay connected with the society, and have the courage to explore and experience new things such as new sports and innovative technologies with an open mind. Most importantly, we should set our own pace of living and enjoy the freedom and chances presented to us after retirement."

Mr Wong's life course is closely intertwined with sports, and he always goes all out for achieving his goals. Being a sports lover and devoted volunteer, he leads a meaningful and rewarding retirement life as he continues to pursue his dreams. As he said about his experience, "Life is full of challenges and joys in each phase. The key is to embrace challenges with a positive mindset and cherish every moment in our life."



Mr Wong (fifth right) joined the Vitality Run of the Hong Kong Games organised by the Sports Commission, and co-ordinated by the 18 District Councils and LCSD, etc., and his team won the first prize for the Overall Best Team Costume.

#### Pension increase 2025

Pensions in payment on or before 1 April 2025 have been increased by 2.1% with effect from 1 April 2025. 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 of the average monthly Consumer Price Index (A) 2024-25 over that of the preceding year.

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#### Health

## It's time for the 2025/26

## **Influenza Vaccination Season**

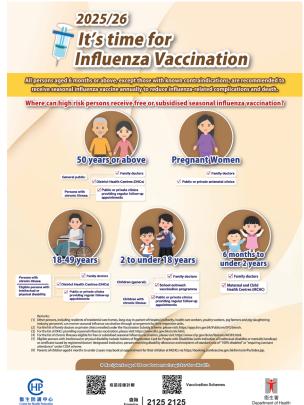


Department of Health

The local winter influenza season usually starts in January. With the weather expected to become cooler, it is anticipated that local seasonal influenza activity will increase by the end of this year. Seasonal influenza vaccination (SIV) is one of the most effective means to prevent flu and its complications together with reduction in influenza-associated hospitalisation and death, and serious infection or complications can also occur among healthy individuals. Therefore, all persons aged 6 months or above, except those with known contraindications, are recommended to receive the SIV for personal protection.

The SIV Programmes for the 2025/26 season have commenced this year, further covering persons aged 18 to 49 with chronic medical problems. Eligible persons can receive free or subsidised SIV under the programmes. The eligibility criteria and recommended vaccination venues are as follows:

- Persons aged 50 years or above:
  - General public: Vaccination by family doctors or District Health Centres (DHCs)
  - Persons with chronic illness: Vaccination by public or private clinics providing regular follow-ups
- Persons aged 18 to 49 years with chronic illness or intellectual / physical disability: Vaccination by family doctors, DHCs or public / private clinics providing regular follow-ups
- Children and adolescents aged 2 to under 18 years:
  - General children: Vaccination through the Seasonal Influenza Vaccination School Outreach Programme or by family doctors
  - Children with chronic illness: Vaccination by public or private clinics providing regular follow-ups
- Children aged 6 months to under 2 years:
   Vaccination by family doctors or Maternal and Child
   Health Centres
- Pregnant women: Vaccination by family doctors, public, or private antenatal clinics



"Prevention is better than cure." Since it takes about two weeks after vaccination for antibodies to develop in the body and provide protection against influenza virus infection, it is advised to get vaccinated before the arrival of winter influenza season. The best time for vaccination is before winter starts. The earlier we get vaccinated, the better we can receive comprehensive protection against influenza in the coming year. The Department of Health calls on everyone to receive SIV and encourages colleagues and family members to get vaccinated together to protect the health of ourselves, our families, and the community.

For more details, please visit the webpage on SIV Programmes:



https://www.chp.gov.hk/en/features/107880.html

## 5 Types of Rest to Restore Balance in Your Body and Mind

Read on to learn about the five types of rest that help regain your vitality effectively.

Civil Service Bureau Christian Family Service Centre

#### Take a nap

Napping after lunch can give your body a brief rest. A 10 to 20-minute nap is a good way to refresh your mind and improve concentration.



#### **Schedule short breaks**

It is important to arrange short breaks in your work schedule. Taking breaks makes you feel invigorated and helps achieve better work performance.



## Allow the senses to take a break

It is never too late to start changing our lifestyle. Try to limit the use of electronic products and reduce screen time after work to give our senses a break.

## Hotline Counselling Service on Stress Management 5702 3277

The Civil Service Bureau has commissioned the Christian Family Service Centre to provide a new round of hotline counselling service on stress management from 1 July 2025 to 30 June 2026.

#### **Service Hours**

Monday to Friday 2pm-10pm
Saturday 9am-1m
Except Public holiday

Calls received outside the service hours or when the lines are busy will be directed via paging service to our counsellors who will call back as soon as possible.

#### **Counselling Areas**

Work, family, social and other personal challenges encountered in daily life.



#### Give your brain a break

Going on short vacations, spending time in nature or reading books enables your mind to stay away from stress and gives your brain a muchneeded rest, allowing you to keep a clear head.

#### Keep social stress at bay

Set aside daily "me time" even if it only lasts for 30 minutes. Simply focus on doing something entirely on your own initiative to relax yourself.



# A distinctive induction training for new recruits

Since 2022, the Civil Service College has been providing foundation training for all new recruits to the civil service. The training guides colleagues to reflect on the role and mission of a civil servant, helps them understand "One Country, Two Systems", national security, and our country's system and development. It aims to develop shared beliefs, values, and an aspiration to contribute to both Hong Kong and our country.

Seizing the first training opportunity for new recruits, the Civil Service College focuses not only on imparting knowledge, but also on cultivating the right mindset. By adopting an interactive and exploratory teaching mode, the induction programme encourages trainees to contemplate the meaning of their work and appreciate that "no people's livelihood matters are too trivial". It fosters a people-oriented ethos and a "One Government" team spirit and service culture. With the use of songs, videos, stories of historical figures and case studies, the programme leads colleagues through modern China's development journey. This helps them understand our country's governance philosophy, policy development, history and culture, as well as Hong Kong's role and positioning, thereby establishing a proper understanding of the country and a sense of national identity.

#### **Snapshots from class**

新入職 全員培訓基 公務員 和公共 (1)

Mr Oscar Kwok Yam-shu, Head of the Civil Service College, shared with participants his beliefs and insights on public service.

#### Civil Service Bureau Civil Service College

Taking the explanation of the "people-oriented" governance philosophy as an example, the College draws reference to outstanding case studies from poverty alleviation efforts on the Mainland. Through these case studies, it analyses the mindset and considerations of the civil servants responsible for the projects, guiding trainees to contemplate the impact of policies from the perspective of citizens. This helps them appreciate that public service is not merely about implementing policies, but is fundamentally concerned with addressing the immediate needs of the people.

The programme covers the Constitution, the Basic Law, and laws related to safeguarding national security. It goes beyond simply explaining legal provisions by delving into the stories, social changes and developments behind them, thus fostering a sense of connection, a broader perspective and conscious awareness of the need to safeguard national security. Film clips are shown in classes to allow younger colleagues who did not witness the 1997 handover to virtually experience the historic moment of Hong Kong's return to the Motherland. This serves to reinforce their sense of national identity and deepen their understanding of the constitutional responsibilities they must uphold as civil servants. Furthermore, using relatable everyday examples, historical stories and case analyses, the programme clearly introduces our country's latest developments and long-term plans, enabling participants to appreciate our country's spirit of perseverance and continuous improvement.

This heuristic approach of learning is far more impactful than rote memorization. Through this systematic induction training, the College lays a solid foundation for the professional development of civil servants, nurturing their people-oriented service ethos and patriotic spirit.

Training officers actively interacted and exchanged views with participants.



#### Learning insights from participants

"Exchanging ideas with colleagues from different departments, I was deeply inspired by our shared passion for public service! We must never underestimate the impact of every single role in the civil service. I hope that we can all unite and work hand-in-hand, going the extra mile for the well-being of our citizen and advancing more people-centric measures that make Hong Kong a better place for living and working."



"Through learning about our country's history – a past marked by foreign aggression and the signing of unequal treaties - I gained a profound understanding of the importance of safeguarding national security. I also felt deeply the immense dedication and sacrifice of countless predecessors that underpin the great rejuvenation of the Chinese nation. This learning experience has made me cherish the present and keenly feel the weight of the mission and responsibility I now carry."

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#### Appointment of Senior Civil Servants

Effective from	Name	Post
April 2, 2025	Joe Chow Yat-ming	Commissioner of Police
April 13, 2025	Ho Chun-hung	Director of Buildings
April 14, 2025	Kevin Choi	Permanent Secretary for Transport and Logistics
April 14, 2025	Hinny Lam Shuk-yee	Permanent Secretary, Chief Executive's Office
July 2, 2025	May Chan Wing-shiu	Permanent Secretary for Education
July 2, 2025	Sam Hui Chark-shum	Commissioner for Labour
July 3, 2025	Kinnie Wong Kit-yee	Registrar of Companies

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## Brand-new Learning Management Portal

Civil Service Bureau Civil Service College

The Civil Service College launched a brand-new one-stop Learning Management Portal (LMP) for all staff on 30 June this year. With enriched learning resources and more advanced functions, the LMP enables training to achieve a wider reach and greater flexibility, and fosters a culture of continuous learning among civil servants.

#### A diverse range of useful resources

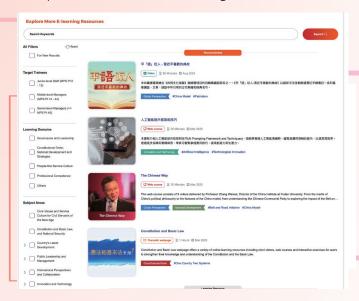


Resources on the LMP are systematically categorised, covering salient areas such as the Constitution, the Basic Law and National Security; the Country's Latest Development; Core Values and Service Culture for Civil Servants of the New Age; Public Leadership and Management; International Perspectives and Collaboration; Innovation and Technology; and Languages and Communication, to meet the learning needs of staff at all levels.

Diversified resources on the LMP include web courses, thematic webpages, short videos, audio clips, articles and book summaries, etc. Interactive question-and-answer sessions and quizzes are included as well. The vivid content and lively format aim to encourage users to pursue self-directed learning in a relaxed manner.

#### **Powerful functions**

The user interface of the LMP is learning resourceoriented and easy to use. The filter function helps users land on the precise resources they need. The recommendation function recommends popular and suitable resources to individual users. The learning buddies function conveniently connects users with shared interests to facilitate interactive learning and cross-departmental sharing of experience. The powerful system behind also allows users to check out their own achievements in both face-to-face and online learning at a glance right after login.





#### Hurry up and get registered

The LMP has a mobile version and supports login with "iAM Smart". All staff are welcome to register for their LMP accounts at https://lmp.csc.gov.hk to unlock a world of fun learning. The College will keep updating the LMP with new resources, so stay tuned for more to come!



## **Government Gift Shop**

#### Information Services Department

The Government Gift Shop sells a variety of souvenir items with unique Hong Kong features, including memorabilia bearing the regional flag and regional emblem of the Hong Kong Special Administrative Region (HKSAR), its scenery and tourism landmarks, as well as products featuring giant pandas. The souvenir collection is diverse, such as tea cup sets, bowl and plate sets, stationery, tote bags and bear toys. You are welcome to shop with us.







Online store website: www.giftshop.gov.hk

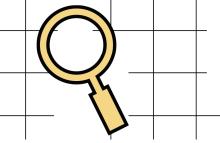
Gift Shop address: 1/F, East Wing, Central Government Offices (CGO), 2 Tim Mei Avenue, Tamar, Hong Kong

(For staff and visitors of CGO)





The Government Gift Shop sells souvenirs featuring Hong Kong's tourism landmarks.



Bear toys and stationery with regional emblem of HKSAR are also available for sale at the shop.









## **OMPF** 積金易

## **eMPF** Platform **Convenient, Fast and Cost-Effective**

Civil Service Bureau Mandatory Provident Fund Schemes Authority

The eMPF Platform (eMPF) is a one-stop electronic platform funded by the Government, and developed and operated by the eMPF Platform Company Limited, a wholly owned subsidiary of the Mandatory Provident Fund Schemes Authority (MPFA). eMPF aims to standardise, streamline and automate MPF scheme administration work, with a view to enhancing operational efficiency and reducing administrative costs.

Once the scheme is onboarded to eMPF, scheme members can manage their MPF anytime, anywhere through the mobile app or web portal. Major functions of eMPF include:

- ✓ Instant access to the balances of all MPF accounts
- ✓ Consolidation of accounts
- √ Fund switching

To encourage civil servants to register for and use eMPF, with the support of Civil Service Bureau, MPFA organised a two-week exhibition earlier at the Central Government Offices. The Financial Secretary, Mr Paul Chan Mo-po, and a number of Directors of Bureaux, including the Secretary for the Civil Service, Mrs Ingrid Yeung Ho Poi-yan, as well as other senior government officials, including the Permanent Secretary for the Civil Service, Mr Clement Leung Cheuk-man attended the event. Moving forward, MPFA will continue to introduce eMPF to civil servants and provide them with on-site assistance for eMPF registration at various government office buildings, enabling them to enjoy the benefits brought by the new era of MPF management.

The onboarding of MPF trustees and their respective MPF schemes to eMPF has commenced one by one since June 2024, and all MPF trustees are expected to be onboarded by the end of 2025.

Latest Schedule for MPF Trusteees and Schemes on boarding eMPF:

https://www.empf.org.hk/latestNews/news/ empf\_onboarding\_schedule?language\_id=1







\$ 262,888.28

**\$** 68.888.28

Regular Employee | 48.69%

▲ \$ 68.888.28

\$ 128,000.30

Macpherson Lau (third right), was pictured with the Secretary for Financial Services and the Treasury, Mr Christopher Hui Ching-yu (third left); the Permanent Secretary for Labour and Welfare, Ms Alice Lau Yim (second left); the Permanent Secretary for the Civil Service, Mr Clement Leung Cheuk-man (second right); the Managing Director of MPFA, Mr Cheng Yan-chee (first left); and the Deputy Commissioner for Digital Policy (Data Governance), Mr Donald Mak Chi-kui (first right) at the opening ceremony of the eMPF exhibition.

The Managing Director of MPFA, Mr Cheng Yan-chee (right) Mr Cheng Yan-chee (right) introduced the key features and latest developments of the eMPF project to the Secretary for the Civil Service, Mrs Ingrid Yeung Ho Poi-yan (left).



Many civil servants registered for eMPF on-site.

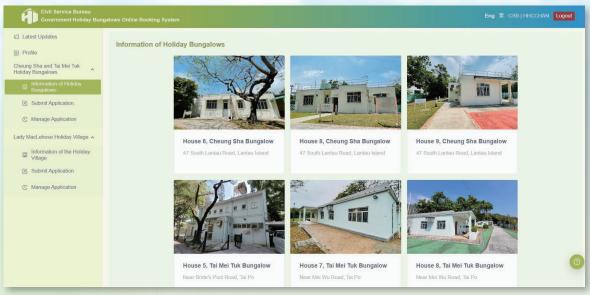
Register for eMPF now to get started Download eMPF Mobile App:



More details about eMPF: www.empf.org.hk

# Vacation at government holiday bungalows to get closer to nature

Civil Service Bureau



Government Holiday Bungalows Online Booking System.

The Government provides seven holiday bungalows for use by serving civil servants and pensioners, three at Cheung Sha, Lantau Island and four at Tak Mei Tuk, Tai Po. Situated in the tranquil countryside away from the city's hustle and bustle, the spacious holiday bungalows conveniently accessible by public transport are suitable for enjoying a vacation together with family members and friends. Recently, many new items of recreational equipment have been provided at the holiday bungalows. Serving civil servants and pensioners are welcome to use the recreational equipment for a relaxing holiday.

Serving civil servants can access the Government Holiday Bungalows Online Booking System (the system) at any time through the Departmental Portal of their bureaux/departments and apply for using the holiday facilities. Colleagues may also select their bureaux/departments on the Central Cyber Government Office website https://ghbobs.csb.ccgo.hksarg, and then access the system after logging in to the Departmental Portal. Colleagues are welcome to apply for using the holiday facilities. Please access the system for details or stay updated through regular notifications issued by the Civil Service Bureau.

Pensioners may make reservations with the Quartering Office by phone at 2810 3935 during office hours for using the government holiday bungalows at Cheung Sha and Tai Mei Tuk on Mondays to Fridays (except public holidays). Details of the relevant holiday bungalows are set out in the following webpage: https://www.csb.gov.hk/english/pension/home/561.html.

#### New recreational equipment

Apart from the recreational equipment like chess games and badminton gear, Cheung Sha Holiday Bungalows have recently provided pickleball gear for use by



users. Pickleball, which is a newly-popular sports activity for all, is a racket sport that combines the elements of badminton, tennis and table tennis. It is suitable for both genders and all age groups.

Moreover, brand-new camping tents are provided for the holiday bungalows at Cheung Sha and Tai Mei Tuk. Colleagues can enjoy and explore nature with the use of the tents for picnics and leisure purpose.



行政長官李家超先生於今年八月三十日出席中國人民抗日戰爭暨世界反法西斯戰爭勝利八十周年斬竹灣抗日英 烈紀念碑園典禮。

The Chief Executive, Mr John Lee Ka-chiu attended the ceremony at Tsam Chuk Wan Martyrs Memorial Garden to commemorate the 80th Anniversary of Victory in the Chinese People's War of Resistance Against Japanese Aggression and the World Anti-Fascist War on 30 August 2025.



特區政府於今年八月二十二日在香港禮賓府舉行「中國人民抗日戰爭勝利80周年紀念章頒授儀式」,向在港曾參加抗戰的老戰士頒發由國家授予的紀念章。

The HKSAR Government held the 80th Anniversary of Victory in the Chinese People's War of Resistance Against Japanese Aggression Commemorative Medal Presentation Ceremony on 22 August 2025 at the Government House to award national commemorative medals to veteran soldiers in Hong Kong who participated in the war.



https://www.80avictory.gov.hk/tc/foreword.html

## 中國人民抗日戰爭暨 世界反法西斯戰爭 勝利 (c) 周年 The Chinese People's War of Resistance Against Japanese Aggression and the World Anti-Fascist War

中國人民抗日戰爭從一九三一年九一八事變開始,至一九四五年勝利結束,長達十四年,是近代以來中國人民反抗外敵入侵持續時間最長、規模最大、犧牲最多的民族解放鬥爭,也是第一次取得完全勝利的民族解放鬥爭。中國人民抗日戰爭的勝利,成為中華民族從近代以來陷入深重危機走向偉大復興的歷史轉折點,有力捍衞了國家主權和領土完整,徹底洗刷了近代以後抗擊外來侵略屢戰屢敗的民族恥辱。

二零二五年是中國人民抗日戰爭暨世界反法 西斯戰爭勝利八十周年。為了讓市民更深刻、更 全面地認識抗戰歷史和抗戰勝利的重大意義,提 升家國情懷和民族精神,香港特別行政區(特區) 政府舉辦了形式多樣的紀念和教育活動,同時協 調和支持民間舉辦的紀念活動。



特區政府於今年九月三日在香港大會堂紀念花園舉行官 方儀式,紀念中國人民抗日戰爭暨世界反法西斯戰爭勝 利八十周年。

The HKSAR Government held an official ceremony on 3 September 2025 at the Hong Kong City Hall Memorial Garden to commemorate the 80th Anniversary of the Victory in the Chinese People's War of Resistance Against Japanese Aggression and the World Anti-Fascist War.

The Chinese People's War of Resistance Against Japanese Aggression (War of Resistance) began with the September 18 Incident in 1931 and ended with victory in 1945, lasting for 14 years. It was not only the Chinese people's longest-lasting, largest-scale and most hard-fought battle against foreign invasion for national liberation in modern times, but also their first outright triumph in the struggle for national liberation. The victory in the War of Resistance marked a historic turning point where the Chinese nation emerged from a grave crisis and moved toward the great rejuvenation, powerfully defending national sovereignty and territorial integrity, and completely erasing the national humiliation of repeated defeats by foreign aggression in modern times.

The year 2025 marks the 80th anniversary of victory in the War of Resistance and the World Anti-Fascist War. To deepen and broaden public understanding of the history of the War of Resistance and the significance of its victory, and to foster the patriotic sentiment and national spirit, the Hong Kong Special Administrative Region (HKSAR) Government has hosted diverse forms of commemorative and educational activities, while co-ordinating and supporting commemorative events organised by community organisations.





公務員事務局局長楊何蓓茵女士出席專題講座,並聯同多個公務員團體的代表,參觀「銘記歷史珍愛和平——紀念中國人民抗日戰爭暨世界反法西斯戰爭勝利80周年大型巡迴展覽」。

The Secretary for the Civil Service, Mrs Ingrid Yeung Ho Poi-yan attended a thematic talk, and visited the "Remembering History Cherishing Peace" roving exhibition in commemoration of the 80th Anniversary of Victory in the Chinese People's War of Resistance Against Japanese Aggression and World Anti-Fascist War together with the representatives from civil service staff unions.



政務司司長陳國基先生出席西貢北官坑村七聖 古廟抗戰紀念碑揭幕典禮。

The Chief Secretary for Administration, Mr Eric Chan Kwok-ki attended the unveiling ceremony of the memorial monument for War of Resistance at Chat Shing Temple, Kwun Hang Village, Sai Kung North.





財政司司長陳茂波先生(上圖右)及律政司司長林定國先生(右圖)到訪中共抗戰

The Financial Secretary, Mr Paul Chan Mopo (right in upper photo) and the Secretary for Justice, Mr Paul Lam Ting-kwok (right photo) visited the historic sites relating to the participation of the Communist Party of China in the War of Resistance.





民政事務總署於西貢區及大埔區等多區設立紀念碑及資訊牌等,以介紹中共抗戰遺址。

The Home Affairs Department has erected memorials, information plaques, etc., in various districts, such as the Sai Kung District and Tai Po District, to introduce the historic sites relating to the participation of the Communist Party of China in the War of Resistance.