



Consultation Document on Further Development of the Political Appointment System

Highlights

July 2006

Background

- The Chief Executive announced in the 2005-06 Policy Address that the Government would consider creating within the respective bureaux a small number of positions dedicated to political affairs and consult the public on the proposals to further develop the political appointment system.

Aims

- Strengthening support for Principal Officials in undertaking political work to meet the demands of people-based governance.
- Strengthening of support for Principal Officials, through additional political appointments, can help maintain the political neutrality of the civil service.
- Further opening up of positions in the Government can present a more comprehensive career path to individuals who wish to serve Hong Kong by entering politics.

Guiding Principles

- The number of additional political appointments will be small.
- A permanent civil service structure will remain institutionalised to provide stability and continuity of public service.
- Additional positions will not be created at the expense of the civil service establishment.

The Proposals

(I) Increasing the number of political appointments

- **To create in each Policy Bureau:**

- (i) One Deputy Director of Bureau
- (ii) One Assistant to Director of Bureau

- **Deputy Directors of Bureau:**

Main duties:

- deputise for Principal Officials;
- undertake the full range of political work and maintain close contact with the media;

- strengthen liaison with the Legislative Council;
- provide political input in policy formulation and implementation; and
- communicate with other stakeholders.

Proposed remuneration:

- to be pitched within a range equivalent to 65% to 75% of the remuneration package for a Director of Bureau.

- **Assistants to Directors of Bureau:**

Main duties:

- prepare political statements and speeches for Principal Officials; and
- line up suitable public and social appointments to assist Principal Officials and Deputy Directors of Bureau in reaching out to the community.

Proposed remuneration:

- to be pitched within a range equivalent to 35% to 50% of the remuneration package for a Director of Bureau.

(II) Maintaining political neutrality of the civil service

- Serving civil servants have to leave the civil service before accepting political appointment.
- The delineation of role and responsibilities between the political tier and the civil service will be clearly spelt out.

Public Consultation

- You are welcome to put forth your views to the Constitutional Affairs Bureau by post, by fax or by e-mail on or before 30 November 2006:

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You can obtain a copy of the consultation document at District Offices, or download it from the Constitutional Affairs Bureau website **www.cab.gov.hk**.

