

(Translation)

**Hon Dominic LEE's motion on
“Reforming the civil service system to enhance government effectiveness”**

Wording of the Motion

That the current civil service system places emphasis on seniority in respect of salary increment or promotion; basically, civil servants will not be dismissed unless they have committed extremely serious misconduct, forming a culture of ‘doing less will make fewer mistakes and doing nothing will make no mistakes’ among some civil servants; besides, the political loyalty of some civil servants has been questioned by many people in recent years; in order to enhance government effectiveness, this Council urges the SAR Government to reform the promotion and dismissal systems of the civil service to allow accountability officials to take part in the relevant decisions, directly link any promotion decisions to work performance rather than considering seniority anymore, and streamline the mechanism for terminating the service of civil servants so that civil servants who perform their work unsatisfactorily and fail to achieve key performance indicators may be subject to formal warnings or even termination of service.