

LEGISLATIVE COUNCIL BRIEF

ENHANCING THE TALENT ADMISSION REGIME

INTRODUCTION

At the meeting of the Executive Council on 13 December 2022, the Council ADVISED and the Chief Executive ORDERED that -

- (a) launching the Top Talent Pass Scheme (TTPS) for a period of two years to attract high-income talents and graduates from the world's top universities with the eligibility criteria as set out in paragraphs 6 to 11 below;
- (b) streamlining the existing General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTP) by exempting the market availability test for vacancies with proven shortage and vacancies of high salary senior positions;
- (c) relaxing the Immigration Arrangements for Non-local Graduates (IANG) by extending the limit of stay from one year to two years and expanding its coverage to include graduates from campuses of Hong Kong universities in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) on a pilot basis for a period of two years;
- (d) enhancing the Technology Talent Admission Scheme (TechTAS) by lifting the local employment requirement, extending the quota validity period and expanding the technology areas covered by TechTAS;
- (e) suspending the annual quota under the Quality Migrant Admission Scheme (QMAS) for a period of two years and adjusting its point-scoring scheme to give more weighing on applicants' work experience; and
- (f) extending the limit of stay of employment visas under various talent admission schemes.

JUSTIFICATIONS

2. In tandem with population ageing, our labour force was projected to enter a long-term downtrend after reaching the peak of 3.7 million from 2020-2022. The previous round of Manpower Projection (MP) indicated that there would be an overall manpower shortage of about 170 000 by 2027.

3. Subsequent to the outbreak of the COVID-19 epidemic and the intensified global competition for talents, our labour force experienced a sharper decline than previously projected in the last MP. The implementation of various epidemic-related travel and quarantine restrictions since 2020 have impeded the inflow of talents and professionals to Hong Kong for business, work or settlement. In the past two years, the local labour force (excluding foreign domestic helpers) recorded a significant drop of about 140 000 persons. Were it not off-set by 35 000 workers aged 60 or above joining the workforce in the same period, the net loss would be even more severe. Amongst those who have left the local workforce, the majority were of the prime age (i.e. aged 25 to 59) and over 60% were higher-skilled workers with managerial and professional experience.

4. Manpower is a critical impetus for growth. Hong Kong's future success and prosperity hinge on whether we could maintain an abundant supply of quality talents to meet market demand. While we will spare no effort in nurturing local talents, it will take time for such measures to bear fruit. Talent admission is a fast and effective means to alleviate our imminent and acute manpower shortage. To this end, the Chief Executive (CE) announced a package of initiatives to trawl talents in a bolder, more targeted and proactive manner in the 2022 Policy Address. In drawing up these initiatives, the Government is mindful of the need to protect the employment opportunities of local workers, especially those for the young people.

5. As set out in the 2022 Policy Address, we aim to admit at least 35 000 talents annually with an intended duration of stay of at least 12 months through the talent admission schemes from 2023 to 2025, representing a 40% increase over the annual average number in 2020 and 2021.

THE ENHANCED REGIME

Launching the Top Talent Pass Scheme

6. Quality talents with rich work experience and good academic qualifications are much sought after in the global talent competition. To replenish our loss of higher-skilled workers with experience, we will launch

TTPS to target the following categories of persons, granting them a two-year pass for staying in Hong Kong to explore opportunities:

- (a) persons with annual salary reaching HK\$2.5 million or above in the year immediately preceding the date of application. Annual salary means taxable employment or business income including salary, allowances, stock options and profits from self-owned companies;
- (b) degree graduates of the world's top 100 universities prescribed in four designated world university rankings with at least three years of work experience over the past five years immediately preceding the date of application; or
- (c) degree graduates of the world's top 100 universities in the past five years with less than three years of work experience.

7. There will not be a quota for eligible persons in categories (a) and (b) above. However, an annual quota of 10 000 will be set for persons in category (c) so as to minimise the direct competition posed to local fresh graduates. TTPS will be implemented on a trial basis for two years. A review will be conducted one year after launch.

8. We define the eligible world universities based on the top 100 institutions in four designated world university rankings, namely Times Higher Education World University Rankings, Quacquarelli Symonds (QS) World University Rankings, U.S. News and World Report's Best Global Universities Rankings and Shanghai Jiao Tong University Academic Ranking of World Universities. These ranking lists are updated on an annual basis. There may be additions to and removals from these lists upon each update, though the number of such changes is small. We adopt an aggregate list of universities that were ranked in the top 100 positions of the aforesaid four lists in the past five years. The aggregate list will be updated annually to reflect the changes in the four lists in the past five years on a rolling basis. A total of 176 universities are currently covered under the Scheme. Nine Mainland universities and five local universities are on the list of eligible universities. We will publish the aggregate list of eligible universities on government website(s) to ensure that applicants are clear about whether their alma maters are covered under TTPS.

9. At the inception stage, TTPS would only accept degree graduates from the eligible universities. We will consider whether to expand the coverage of the scheme to include graduates from postgraduate programmes of these universities in the review of the scheme after one year of implementation.

10. As mentioned in paragraph 8 above, five local universities are covered in the aggregate list of eligible universities. As non-local graduates from local universities could apply to stay or return to work in Hong Kong through IANG and the number of such graduates is large, we will exclude non-locals who graduated from local universities in the past five years from applying for the quota-based portion of TTPS so that they would not crowd out graduates from other universities. These non-local graduates may apply under IANG instead. With the measure in paragraph 1(c) above, successful applicants under both IANG and TTPS will be granted a two-year stay. Non-local graduates from local universities who have acquired at least three years' work experience in the past five years may apply for TTPS to come to Hong Kong to explore opportunities.

11. Successful TTPS applicant would be granted an initial stay of two years on time limitation only without other conditions of stay. To prevent abuse, TTPS applicants could only be granted such initial stay once. TTPS applicants who left Hong Kong would have to return through eligible admission schemes other than TTPS. The pattern of visa extension after the initial two years' of stay is set out in paragraph 24 below and Annex B. As a general requirement, extension of stay would be granted on time limitation only without other conditions of stay, provided that the applicant has secured an offer of employment at a level commonly taken up by degree holders or persons with good professional/technical qualifications, proven professional abilities and/or relevant experience and achievements, and the remuneration package is at market level. For those who have established or joined in business in Hong Kong, they are required to produce proof of their business.

Streamlining the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTP)

12. The two employment-tied schemes of GEP and ASMTP have been the mainstay of our talent admission regime. From 2018 to September 2022, about 173 000 talents admitted to Hong Kong via GEP or ASMTP, constituting nearly 80% of total number of talents admitted. To protect the employment of local workers, employers who wish to hire an outside talent under GEP or ASMTP have to go through a market availability test to prove that the relevant vacancy could not be readily taken up by a local worker. Only in very limited cases which meet specific criteria would this requirement be waived, such as intra-company transfer of managerial professional posts from the employing company's office outside Hong Kong with reasonable remuneration package.

13. In view of the prevailing severe and broad-based manpower shortage, there are calls for the Government to streamline the process for admitting talents

to facilitate employers to fill vacancies speedily to preserve the competitiveness of local enterprises. To this end, we will streamline GEP and ASMTP such that employers who seek to fill vacancies falling under the Industry Segments and Occupations (ISOs) on the Talent List, or vacancies with annual salary of HK\$2 million or above, will not be required to prove their difficulties in local recruitment before making applications for talent admission.

14. Upon the last review in 2021, the Talent List now comprises 13 ISOs. It currently applies only to QMAS to provide bonus points to individual applicants. In applying to GEP and ASMTP, we will promulgate a guidance note to set out typical job descriptions of the concerned occupations in the job markets covered under the Talent List on government website(s) so that employers could have a clear idea of whether the vacancies they plan to fill with outside talents are eligible for the exemption from the market availability test under GEP and ASMTP. In parallel, the Labour and Welfare Bureau (LWB) is coordinating an update of the Talent List and has invited bureaux and departments to commence consultation with the relevant stakeholders. The updated Talent List should reflect the latest manpower situation in key sectors and industries, and render the exemption from market availability test under GEP and ASMTP more targeted.

Relaxing the Immigration Arrangements for Non-local Graduates (IANG)

15. IANG was introduced in 2008 to attract non-local graduates who have obtained undergraduate or higher qualifications in a full-time and locally-accredited programme in Hong Kong to stay/return and work in Hong Kong after graduation. Upon approval, recent graduates¹ (i.e. those who apply to stay and work in Hong Kong within six months after their graduation date) will initially be granted one year's stay without condition. Non-recent graduates (i.e. those who submit applications beyond six months of their graduation date) are required to have secured an offer of employment in Hong Kong which is at a level commonly taken up by degree holders and the remuneration package is on par with market level upon application. IANG is quota-free and non-sector specific. Both recent and non-recent graduates can apply for further extensions of stay in Hong Kong. In the past 5 years (from 2018 to September 2022), a total of 43 000 applications were approved under the IANG.

16. We will relax IANG by extending the limit of initial stay from one year to two years to allow more time for non-local graduates to explore opportunities in Hong Kong. In addition, we will expand the coverage of IANG on a two-year pilot basis to include graduates from the GBA campuses

¹ "Graduation" generally refers to the date on which students are awarded their graduation certificates, which is normally around six months after conclusion of the students' final year of study.

of Hong Kong universities. The existing IANG arrangement, including eligibility and conditions of stay, will apply to these graduates. There is no quota for the pilot arrangement. The Education Bureau will review the pilot arrangement after the first year of implementation.

17. Currently, three local universities, namely Hong Kong Baptist University, The Chinese University of Hong Kong (CUHK) and The Hong Kong University of Science and Technology (HKUST), have established their GBA campuses in Zhuhai, Shenzhen and Guangzhou respectively². The expanded IANG will cover graduates of all undergraduate and postgraduate programmes of the Hong Kong universities' GBA campuses and is intended for implementation in end December 2022. The number of potential beneficiaries is estimated to be around 22 500 at the beginning of the pilot, and up to over 32 000 towards the end of the pilot in 2024. During the pilot period, around 13 700 recent graduates (comprising around 3 900 from 2022, 4 500 from 2023 and 5 300 from 2024) can potentially be eligible for an initial stay in Hong Kong on time limitation only without other conditions of stay. While the actual demand for IANG under the extension cannot be accurately assessed at this stage, it is expected that the pilot arrangement will be well-received by the concerned graduates, thereby enlarging Hong Kong's pool of talents.

Enhancing the Technology Talent Admission Scheme (TechTAS)

18. TechTAS³ provides a fast-track arrangement to admit overseas and Mainland technology talents to conduct research and development work in 13 specified technology areas. It started off with a limit of 1 000 quotas in its first year of operation in 2018. Eligible technology companies would first have to apply for quotas before they can sponsor their non-local talents to apply for an employment visa/entry permit within the one-year quota validity period, and fulfil the local employment (3:1+2) requirement⁴. Owing to the pandemic, many technology companies have to apply for extension of quota validity period. The local employment requirement, which is not required under other

² Meanwhile, the City University of Hong Kong, Hong Kong Metropolitan University, The Hong Kong Polytechnic University and The University of Hong Kong (HKU) are at different stages of their development plans in the Mainland cities of the GBA, while the HKU and CUHK are also pursuing the establishment of their medical schools in Shenzhen.

³ The Government launched the TechTAS in June 2018, and introduced enhancements in January 2020 by extending its coverage from the tenants and incubatees of the Hong Kong Science and Technology Parks Corporation and Hong Kong Cyberport Management Company Limited to all companies conducting R&D activities in specified technology areas in Hong Kong. The specified technology areas have also been increased from seven to 13.

⁴ For every three non-local persons admitted, a technology company would need to employ one new local full-time employee, plus two local interns on technology-related work (3:1+2 local employment requirement).

talent admission schemes, is considered relatively stringent. Besides, there is a need to update the specified technology areas in a more timely manner to make the scheme more responsive to the latest I&T development.

19. We will enhance TechTAS by (i) lifting the local employment requirement; (ii) extending the quota validity period to two years; and (iii) expanding the coverage to more emerging technology areas, and to add new areas as and when considered necessary by the Commissioner for Innovation and Technology to respond to the needs of technology companies in Hong Kong.

Suspending the annual quota under the Quality Migrant Admission Scheme and Adjusting Scoring System

20. QMAS aims to attract top talents to settle and develop their career/business in Hong Kong. Since its launch in 2006, QMAS has been gaining popularity. In response, we increased the annual quota of QMAS from 1 000 to 2 000 in 2020, resulting in a nearly doubling in the number of approved applications from 874 in 2019 to 1 709 in 2020. We further increased the quota to 4 000 in 2021. Even with the impacts of the pandemic, we saw another 17% increase in the number of approved applications to 2 004 in 2021. With a view to attracting more quality talents to Hong Kong, we will suspend the annual quota under QMAS from 1 January 2023 for a period of two years. This will send a loud and clear message to the world that Hong Kong welcomes quality talents.

21. Noting that the number of applications received has been on the rise from around 3 000 in 2018 to the record-high level of over 11 000 in the first ten months of 2022 and the average processing time required is relatively long per application, there is a need to expedite and streamline the approval process. In consultation with the Advisory Committee on Admission of Quality Migrants and Professionals (the Committee), the Immigration Department (ImmD) will implement a number of measures which include a simplified quota-allotment process by the Committee of high scoring applications, introducing the “quota-allotment-by-circulation” arrangement to seek the Committee’s approval for applications between the scheduled quarterly meetings, referral of eligible QMAS applicants to the new TTPS and streamlining the relevant procedures after quota allotment. These measures, to be implemented in early 2023, will bring in notable improvement in the processing and approval for QMAS applications.

22. With the implementation of TTPS, it is expected that some eligible QMAS applicants who earn an annual salary of HK\$2.5 million or above or

graduated from the world's top 100 universities may apply for TTPS rather than the QMAS which is operated under a point-scoring scheme. Candidates not graduated from the top universities but who possess solid work experience in the middle to senior management levels may still be interested in applying for QMAS if they want to come and stay in Hong Kong. Under the enhanced talent admission regime, we see merit in recalibrating QMAS by re-weighting the point-scoring scheme to place a greater emphasis on work experience. We will award 20 additional points to applicants with no less than three years' work experience in multinational companies (MNCs) or reputable enterprises, such as listed companies and companies covered in The Global 2000 by Forbes, The Fortune Global 500 and Hurun China 500.

23. Taking into account the additional points, the maximum score under QMAS' point-scoring scheme will increase from the current 225 to 245. The total points under the "work experience" factor will be 75, up from 55 under the current scheme. The revised point-scoring scheme is at **Annex A**. The new point-scoring scheme will be adopted as the basis for assessing QMAS applications received on or after 1 January 2023.

Extending the limit of stay of employment visas under talent admission schemes

24. We have also taken the opportunity to review the limit of stay of employment visas/entry permits under different admission schemes to encourage entrants to stay in Hong Kong for longer-term development. The stay patterns for the new and existing admission schemes at **Annex B** will take effect from 28 December 2022. GEP, ASMTP, QMAS, IANG, TechTAS and ASSG entrants admitted before the new extension of stay pattern under respective schemes takes effect may also benefit. According to the prevailing policy, successful applicants of the admission schemes may bring in dependants. Nationals from certain countries are excluded from the various admission schemes. Details are also at **Annex B**.

IMPLEMENTATION TIMETABLE

25. Except for the suspension of the annual quota under QMAS which will take effect from 1 January 2023, we will implement all the other measures on 28 December 2022. On the same day, ImmD will implement the full electronic services for visa applications.

26. The Government will establish the online platform of the Talents Service Unit (TSU) on 28 December 2022 for providing one-stop service for

formulating strategies to recruit talents from the Mainland and overseas and co-ordinating relevant talent attraction work. The Mainland Offices and overseas Economic and Trade Offices (ETOs) of the Government will each set up its Dedicated Team for Attracting Businesses and Talents to proactively reach out to target talents and entice them to pursue development in Hong Kong.

IMPLICATIONS

27. The enhanced regime has economic, financial, civil service, and sustainability implications as set out at **Annex C**. It is in conformity with the Basic Law, including the provisions concerning human rights, and has no productivity, family, environmental or gender implications.

PUBLIC CONSULTATION

28. Numerous suggestions and views were received on talent attraction during the public consultation for the 2022 Policy Address. Stakeholders from various business sectors, major business chambers and think tanks all registered grave concerns about talent loss in the past two years which caused hiring difficulties, particularly for mid- and senior-level positions across different sectors and industries. Coupled with the quarantine measures in place, outside talents were reluctant to come to or stay in Hong Kong and there were reports that some enterprises had relocated part of their operations out of Hong Kong. Amidst of the intense talent competition around the world, they urged the Government to implement proactive strategies to attract outside talents through providing more channels for admission, streamlining the application and approval processes, giving financial and other incentives and rendering more facilitation and support to incoming talents in order to maintain Hong Kong's competitiveness and enhance our economic impetus. Some also suggested the Government should invest more in nurturing local talents, noting that talent admission is just a stop-gap measure.

PUBLICITY

29. A press conference will be held on 23 December 2022 to announce the implementation details of the various talent admission schemes and the launching of the virtual platform of the TSU.

BACKGROUND

30. CE announced in the 2022 Policy Address an array of initiatives to proactively trawl for talents. Talent is an essential impetus for Hong Kong's continuous development. Apart from nurturing local talents, the Government should also proactively attract quality talents to enrich our talent pool, promote high-end economic development and seize the development opportunities provided under the 14th Five-Year Plan and in the GBA.

ENQUIRIES

31. Enquiries relating to this brief can be directed to Mr. Stanley WAN, Principal Assistant Secretary (Manpower) of LWB, at 2810 3290.

Labour and Welfare Bureau
23 December 2022

**Point-scoring Scheme for the Quality Migrant Admission Scheme
General Points Test**

	Factors	Existing	New
1	Age		
	18-39	30	30
	40-44	20	20
	45-50	15	15
	51 or above	0	0
Maximum Points		30	30
2	Academic/Professional Qualifications		
2(a)	Doctoral degree / Two or more master's degrees	40	40
	Master's degree / Two or more bachelor's degrees	20	20
	Bachelor's degree / Professional qualification awarded by a nationally or internationally recognized or acclaimed professional body which demonstrates that the holder has a very high level of technical expertise or skill	10	10
2(b)	Additional points if a degree at bachelor level or higher is awarded by a renowned institution recognized internationally	30	30
Maximum Points		70	70
3	Work Experience		
3(a)	Not less than 10 years' graduate or specialist level work experience, including at least 5 years in a senior role	40	40
	Not less than 5 years' graduate or specialist level work experience, including at least 2 years in a senior role	30	30
	Not less than 5 years' graduate or specialist level work experience	15	15
	Not less than 2 years' graduate or specialist level work experience	5	5
3(b)	Additional points for not less than 2 years' graduate or specialist level work experience with international exposure	15	15

	Factors	Existing	New
3(c)	Additional points if having not less than 3 years' work experience in multi-national companies (MNCs) or reputable enterprises, such as listed companies or companies on the lists of The Global 2000 by Forbes, the Fortune Global 500 and the Hurun China 500.	N.A.	20
Maximum Points		55	75
4	Talent List		
	Additional points if meeting the specifications of the respective profession under the Talent List	30	30
Maximum Points		30	30
5	Language Proficiency		
	Being proficient both in written and spoken Chinese (Putonghua or Cantonese) <u>and</u> English	20	20
	Being proficient in at least one foreign language (written and spoken), in addition to written and spoken Chinese (Putonghua or Cantonese) <u>or</u> English	15	15
	Being proficient in written and spoken Chinese (Putonghua or Cantonese) <u>or</u> English	10	10
Maximum Points		20	20
6	Family Background		
6(a)	At least one immediate family member (married spouse, parents, siblings, children) is a Hong Kong permanent resident residing in Hong Kong	5	5
6(b)	Accompanying married spouse is educated to the equivalent level of a degree or above	5	5
6(c)	5 points for each accompanying unmarried dependent child under the age of 18, maximum 10 points	5 / 10	5 / 10
Maximum Points		20	20
Maximum Points (Total)		225	245

Remark: The prevailing minimum passing mark is 80 which remains unchanged.

**Stay Patterns for the New and Existing Admission Schemes,
Dependant Policy and Exclusion****Stay Patterns for the New and Existing Admission Schemes**

Scheme		Existing Stay Pattern (no. of years)	New Stay Pattern (no. of years)
Top Talent Pass Scheme (TTPS)	General	N.A.	2+3+3
	Top-tier		2+6 ⁵
Immigration Arrangements for Non-local Graduates (IANG)	General	1+2+2+3	2+3+3
	Top-tier	N.A.	2+6
General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTP)	General	2+3+3	3+3+2
	Top-tier	2+6	3+5
Quality Migrant Admission Scheme (QMAS)	General	2+3+3	3+3+2
	Top-tier	2+6	3+5
Technology Talent Admission Scheme (TechTAS)	General	2+3+3	3+3+2
	Top-tier	2+6	3+5
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)	General	1+2+2+3	2+3+3
	Top-tier	N.A.	2+6

Note: Under GEP, ASMTP, QMAS and TechTAS, top-tier entrants should have an assessable income for salaries tax of not less than HK\$2 million in the previous year of tax assessment. The same will also apply to schemes

⁵ While applicants must have an annual salary reaching HK\$2.5 million or above in the past year when applying for their initial stay under TTPS (paragraph 8 (a)), upon extension of stay if they meet the prevailing criteria of “top-tier” persons (viz. the applicant has an assessable income for salaries tax of not less than HK\$2 million (instead of HK\$2.5 million) in the previous year of tax assessment), they will be granted 6 years of stay viz. a “2+6” pattern.

newly covered, namely, IANG, ASSG and TTPS, upon implementation of the enhancement measures.

Dependant Policy

2. According to the prevailing dependant policy, successful applicants of the admission schemes may also bring in dependants who may take up employment and/or study in Hong Kong. Dependents include:

- (a) spouses; or
- (b) the other party to a same-sex civil partnership, same-sex civil union, “same-sex marriage”, opposite-sex civil partnership or opposite-sex civil union entered into by him/her in accordance with the local law in force of the place of celebration and with such status being legally and officially recognised by the local authorities of the place of celebration⁶; and
- (c) unmarried dependent children under the age of 18.

Exclusion

3. Currently, nationals from six countries viz. Afghanistan, Laos, Nepal, Vietnam, Cuba and Korea (Democratic People's Republic of) are excluded from various admission schemes/policy to different degrees on security and immigration control grounds. The exclusion list will be reviewed from time to time for application on admission schemes/policy.

⁶ For the avoidance of doubt, the terms “civil partnership” and “civil union” above mean a legal institution of a nature which is akin to spousal relationship in a marriage. The same-sex civil partnership, same-sex civil union, “same-sex marriage”, opposite-sex civil partnership and opposite-sex civil union entered into in accordance with laws outside Hong Kong are limited to only relationships which are legally and officially recognised in the places of celebration. Such relationships normally have the following features: (a) the entering into and dissolution of the relationship are governed by legislation of the place where it is entered into; (b) the relationship requires registration by the competent authority specified by the legislation of the place where it is entered into; (c) the registration is evidenced in a written instrument issued by the competent authority; and (d) parties to the relationship have a mutual commitment to a shared life akin to spouses to the exclusion of others on a permanent basis. Such relationships do not include de facto spouse, partners in cohabitation, fiancé/fiancée, etc.

ECONOMIC, FINANCIAL AND CIVIL SERVICE AND SUSTAINABILITY IMPLICATIONS

ECONOMIC IMPLICATIONS

The launch of the Top Talent Pass Scheme (TTPS) and the enhancements to existing talent admission schemes will help attract more quality persons from the Mainland and overseas to join the higher-skilled segment of the labour force in Hong Kong. This will help enlarge Hong Kong's pool of talents, and thus help attract investment and enhance the economy's competitiveness and growth potential. This is particularly important in view of the dwindling labour force in the past several years due to the long-term drag of population ageing as well as various pandemic-induced transitory factors. More specifically, the measures will help strengthen the supply of high-quality labour, thus supporting Hong Kong's development in respect of a number of areas, including the Northern Metropolis Development Strategy, Re-industrialisation Strategy, the "eight centres" under the National 14th Five-year Plan and the integration into the Greater Bay Area, etc. Among the various enhancements to existing admission schemes, the wider application of the Talent List, which now covers 13 Industry Segments and Occupations (ISOs), could help alleviate the shortage in our key sectors and industries in a focused manner and could help provide manpower with suitable skills and background to drive the development of the key industries and sectors in Hong Kong.

FINANCIAL AND CIVIL SERVICE IMPLICATIONS

2. Additional manpower resources have been sought for the Immigration Department to process applications submitted under the new TTPS and the enhanced Immigration Arrangements for Non-local Graduates (IANG). Implementation of other measures which are mainly of streamlining nature would be absorbed within existing resources.

3. The Talents Service Unit will coordinate the talent attraction efforts and provide one-stop shop facilitation and support for talents. These roles and functions require specific expertise and skillsets which cannot be absorbed within the existing resources of the Labour and Welfare Bureau (LWB) or that of any other existing bureau/ department. To this end, LWB has sought additional resources (including provision for the creation of both civil service and non-civil service posts) in accordance with the established mechanism.

SUSTAINABILITY IMPLICATIONS

4. The measures would further facilitate the admission of talents into Hong Kong for development and replenishment of our declining labour force, in turn helping to enhance the competitiveness of our economy.