

**立法會**  
**Legislative Council**

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**Establishment Subcommittee of the Finance Committee**

**Minutes of the 10th meeting**  
**held in Conference Room 1 of the Legislative Council Complex**  
**on Wednesday, 31 May 2023 at 8:30 am**

**Members present:**

Hon Mrs Regina IP LAU Suk-ye, GBM, GBS, JP (Chairman)  
Hon Holden CHOW Ho-ding (Deputy Chairman)  
Hon Starry LEE Wai-king, GBS, JP  
Hon CHAN Hak-kan, SBS, JP  
Hon Steven HO Chun-yin, BBS, JP  
Hon Elizabeth QUAT, BBS, JP  
Ir Dr Hon LO Wai-kwok, GBS, MH, JP  
Hon YUNG Hoi-yan, JP  
Hon Tony TSE Wai-chuen, BBS, JP  
Hon CHU Kwok-keung  
Hon Robert LEE Wai-wang  
Hon Dominic LEE Tsz-king  
Ir Hon LEE Chun-keung  
Hon CHAU Siu-chung  
Dr Hon CHOW Man-kong  
Dr Hon David LAM Tzit-yuen  
Hon YIU Pak-leung, MH  
Hon Dennis LEUNG Tsz-wing, MH  
Hon Kenneth LEUNG Yuk-wai, JP  
Hon Rock CHEN Chung-nin, SBS, JP  
Hon CHAN Yung, BBS, JP  
Hon Judy CHAN Kapui, MH  
Hon Lillian KWOK Ling-lai  
Hon Benson LUK Hon-man  
Dr Hon Kennedy WONG Ying-ho, BBS, JP

Hon Edmund WONG Chun-sek  
Hon Kingsley WONG Kwok, BBS, JP  
Hon TANG Fei, MH  
Hon LAI Tung-kwok, GBS, IDSM, JP  
Hon Carmen KAN Wai-mun  
Dr Hon SO Cheung-wing, SBS, JP  
Hon Adrian Pedro HO King-hong  
Hon SHANG Hailong  
Prof Hon CHAN Wing-kwong

**Members attending:**

Hon MA Fung-kwok, GBS, JP  
Hon Vincent CHENG Wing-shun, MH, JP

**Public Officers attending:**

Mr Aaron LIU Kong-cheung, JP	Deputy Secretary for Financial Services and the Treasury (Treasury) 1
Mrs Angelina CHEUNG FUNG Wing-ping, JP	Deputy Secretary for the Civil Service 1
Mr Raistlin LAU Chun, JP	Under Secretary for Culture, Sports and Tourism
Mr Paul CHENG Ching-wan	Acting Commissioner for Sports Culture, Sports and Tourism Bureau
Mr Benjamin HUNG Tak-chuen	Assistant Director of Leisure and Cultural Services (Leisure Services) 2
Ms Zorina WAN Hiu-yan	Principal Assistant Secretary for Culture, Sports and Tourism (Sports and Recreation) 2
Mr Edwin WONG Kuo- yang	Project Director (Sports Park) Culture, Sports and Tourism Bureau

**Clerk in attendance:**

Mr Daniel SIN	Chief Council Secretary (1)3
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**Staff in attendance:**

Ms Iris SHEK	Council Secretary (1)3
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Ms Alice CHEUNG  
Ms May LEUNG

Senior Legislative Assistant (1)1  
Legislative Assistant (1)6

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(Index of proceedings of the meeting is attached at the **Appendix**.)

Action

The Chairman drew members' attention to the information paper ECI(2023-24)5, which set out the latest changes in the directorate establishment approved since 2002 and the changes to the directorate establishment in relation to the five items on the agenda. She then reminded members that in accordance with Rule 83A of the Rules of Procedure ("RoP"), they should disclose the nature of any direct or indirect pecuniary interest relating to the item under discussion at the meeting before they spoke on the item. She also drew members' attention to RoP 84 on voting in case of direct pecuniary interest

**EC(2023-24)7      Proposed creation of three supernumerary posts/time-limited non-civil service positions of one Administrative Officer Staff Grade A (D6)/D6-equivalent non-civil service position, one Administrative Officer Staff Grade B (D3)/D3-equivalent non-civil service position, and one Assistant Director of Municipal Services (D2) in the Culture, Sports and Tourism Bureau for two years and six months from 1 October 2023 up to 31 March 2026 for the establishment of the National Games Coordination Office to take forward the planning and implementation of the 15th National Games, the 12th National Games for People with Disabilities and the 9th National Special Olympics Games in Hong Kong**

2. The Chairman advised that the Administration proposed to create three supernumerary posts/time-limited non-civil service ("NCS") positions of one Administrative Officer Staff Grade A (D6)/D6-equivalent NCS position, one Administrative Officer Staff Grade B (D3)/D3-equivalent NCS position, and one Assistant Director of Municipal Services (D2) in the Culture, Sports and Tourism Bureau ("CSTB") for two years and six months from 1 October 2023 up to 31 March 2026 for the establishment of the National Games Coordination Office ("NGCO") to take forward the planning and implementation of the 15th

National Games (“NG”), the 12th National Games for People with Disabilities (“NGD”) and the 9th National Special Olympics Games (“NSOG”) in Hong Kong.

3. The Chairman said that the discussion of the item was carried over from the Establishment Subcommittee (“ESC”) meeting on 22 May 2023.

Deliberations

4. Mr SHANG Hailong, Mr YIU Pak-leung, Mr Dominic LEE, Ms Carmen KAN, Mr CHU Kwok-keung, Ms Starry LEE, Dr CHOW Man-kong, Mr MA Fung-kwok, Dr SO Cheung-wing and Ms Elizabeth QUAT expressed support for the establishment proposal.

*Need for the creation of the three proposed posts and related arrangements*

5. Members raised the following views and enquiries:

- (a) the justifications for pitching the proposed post of Head (National Games Coordination Office) (“H(NGCO)”) at D6 rank;
- (b) given the scale and complexity of NG, whether the Administration would consider engaging production companies with previous experience in hosting major sporting events to assist in the relevant preparatory work, and whether the service fee was comparable to the cost of creating the three supernumerary posts;
- (c) whether there would be anticipated difficulties for the Administration in identifying candidates for the proposed posts, whether the Administration would look for suitable candidates from different sectors, and whether a candidate had already been identified to fill the proposed H(NGCO) post; and
- (d) given the unprecedented co-hosting of the NG by Guangdong (“GD”), Hong Kong and Macao, it was envisaged that significant coordination would be required across relevant policy bureaux/departments (“B/Ds”), especially the need for close liaison with the governments of GD Province and the Macao Special Administrative Region (“Macao SAR”), how the Administration would ensure that effective communication

and collaboration were established between the proposed post holders and the relevant Mainland authorities.

6. The Administration advised that:

- (a) it was a significant mission assigned by the Central Government for the Hong Kong Special Administrative Region (“HKSAR”) to co-host NG, NGD and NSOG with the governments of GD Province and the Macao SAR in 2025. HKSAR would spare no effort in ensuring the smooth and successful hosting of NG. Since the HKSAR Government would be fully responsible for the hosting of NG and shoulder all the duties, the preparatory work would not be outsourced; and
- (b) the proposed post holders should be able to work effectively within the top echelon of the Government, to press ahead strategies and initiatives that spanned across different key policy areas within the Government, and have direct access to the key decision makers for effective coordination with the General Administration of Sport of China (“GASC”), the GD Sports Bureau and Macao Sports Bureau. The proposed post holders should have rich experience and possess professional knowledge in sports. It was proposed that the posts of H(NGCO) and Deputy Head of NGCO (“DH(NGCO)”) be filled either by directorate civil servants or NCS appointees of equivalent ranks, which would allow the Government to have greater flexibility to draw the most suitable talents within the Government or from various sectors of the community.

7. Given that it was estimated that there would be more than 3 000 athletes and officials taking part in the events to be staged in Hong Kong during the NG period, Members asked whether the staff deployment for NG, such as the proposed H(NGCO) post, was adequate in steering NGCO to cope with the tremendously heavy workload, and how such staff deployment compared with that for co-hosting the 2008 Olympic Equestrian Events. Commenting that government officers who had taken part in the organization of the 2008 Olympic Equestrian Events were in possession of rich experience and expertise, Members said that the Administration should consider deploying these officers to provide support for NGCO.

8. The Administration advised that the current staffing proposal was developed having regard to the experience gained in the 2008 Olympic Equestrian Events, the 2009 East Asian Games (“EAG”) and the celebrations

of the 25th anniversary of the establishment of HKSAR of the People's Republic of China, with broadly similar number of directorate posts created and pay points. For the co-hosting of the 2008 Olympic Equestrian Events, a D8-equivalent supernumerary post had been created for the planning and organization work which involved medication and doping control as well as horse transportation. The grading and ranking of the proposed post were considered appropriate in view of the level of responsibility and the scope of duties to be undertaken by the proposed post holder.

9. On the issue of recruitment, Members asked whether the Administration would consider enlisting the support of recruitment agencies for the recommendation of talent to fill the proposed posts. The Administration replied in the affirmative.

10. Members enquired whether the Administration would extend or retain the proposed three posts upon their expiry. The Administration advised that the creation of the proposed three posts aimed at facilitating the overall planning and implementation of NG-related tasks. The Government would not seek to further extend or retain these supernumerary posts after the smooth and successful hosting of the NG events.

*Duties of the National Games Coordination Office and the proposed posts*

11. Members expressed the following views:

- (a) the holders of the proposed posts should take the opportunity of NG to showcase Hong Kong's achievements in innovation and technology ("I&T"), so as to reinforce Hong Kong's positioning as an international I&T centre and demonstrate its efforts in promoting smart sports events;
- (b) the Administration should formulate a vision for co-hosting NG and draw up, on this basis, specific objectives, such as showcasing Hong Kong's capability in organizing major sporting events to the Mainland cities in the Guangdong-Hong Kong-Macao Greater Bay Area ("GBA"), further promoting sports in the community, supporting elite sports development, making Hong Kong a hub for major international sports events, as well as nurturing elite athletes; and
- (c) NGCO should work together with the Education Bureau ("EDB") to promote major sports events among students and

encourage them to engage in such events by taking part as volunteers and viewers.

12. The Administration responded that:

- (a) GASC and the government of GD Province would coordinate with the governments of HKSAR and the Macao SAR, so as to actively promote the application of technology in both sports competition events and mass participation events;
- (b) given the strong aspiration of the Central Authorities for organizing an edition of NG that would be “simple, safe and wonderful”, CSTB would maintain close collaboration with the relevant central ministries, as well as the government of GD Province and the Macao SAR government with a view to showcasing the solidarity of GBA cities and jointly giving full play to the soft and hard strengths of GBA;
- (c) the HKSAR Organizing Committee of the 15th NG was set up in early May 2023 with the Chief Executive as the Patron, the Chief Secretary for Administration as the Chairman and the Secretary for Culture, Sports and Tourism as the Secretary General, to provide policy steer and oversee the preparation for events to be staged in Hong Kong. Subject to GASC’s approval on the proposed events to be held in Hong Kong, the Government would formulate in due course a vision to dovetail with the approved NG events to be hosted in Hong Kong; and
- (d) the Government would organize public engagement activities and volunteering programmes to provide necessary manpower to support the organization of events. CSTB would work closely with other government departments (e.g. EDB and the Home and Youth Affairs Bureau) to provide opportunities for students and young people to gain valuable experience.

13. On the suggestion that contingency management should be one of the duties of the proposed posts, the Administration advised that in addition to the contingency plans formulated by the authorities for various emergencies, the governments of the three places would also draw up a joint emergency response mechanism, with GASC taking charge in coordinated efforts in handling contingencies during NG.

14. Members asked whether the Administration or H(NGCO) would be responsible for overseeing the division of work among different sports

associations. The Administration replied that unlike the 2009 EAG with non-government stakeholders in the sports field sharing out the responsibility, NG would be organized with the HKSAR Government fully taking up all roles and responsibilities, as well as spearheading the preparatory work. Nonetheless, the Government would maintain close communication with relevant stakeholders, including the sports sector and local sports associations.

*Preparatory work for the National Games and related performance indicators*

15. Members expressed the following views:
- (a) the Administration should provide regular updates to the Panel on Home Affairs, Culture and Sports (“HACS Panel”) of the Legislative Council on the progress of preparatory work for NG;
  - (b) the Administration should formulate performance indicators on the preparatory work for NG, in order to further promote and achieve the three major policy objectives of promoting sports in the community, supporting elite sports development and making Hong Kong a hub for major international sports events; and
  - (c) the Administration should use major sports events as a means to promote Hong Kong’s culture and tourism, facilitate the integration of culture, sports and tourism and effectively drive the in-depth development of these three areas, such as by developing more tourism products and itineraries with local characteristics, including tours of historical sites.
16. The Administration responded that:
- (a) it would provide regular updates to the HACS Panel on the progress of preparatory work for NG;
  - (b) GD, Hong Kong and Macao had reached a consensus on the hosting of eight sports competition events (including cycling, fencing, rugby (sevens), golf, sailing, handball, football and beach volleyball) and four to five mass participation events (including badminton, futsal and contract bridge, etc.) in Hong Kong. Subject to the approval from GASC, the Administration would formulate specific performance



indicators in due course on the NG events to be hosted in Hong Kong; and

- (c) the Government had attached great importance to the integrated development of culture, sports and tourism. It was hoped that by hosting a “simple, safe and wonderful” NG, tourists from the Mainland and overseas would be attracted to come to Hong Kong to attend the sports competition events and participate in the mass participation events.

17. Given the labour shortage in Hong Kong, Members expressed grave concern on how to ensure an adequate supply of manpower in the relevant sectors (e.g. the hotel industry and the transport industry) to support the work of NGCO. They raised enquiries on the expected numbers of athletes and officials taking part in NG and visitor arrivals, as well as the solutions to the problem of manpower shortage. Members requested the Administration to provide further information on the relevant manpower arrangements in due course.

18. According to the Administration, it was expected that more than 3 000 athletes and officials would come to Hong Kong during NG. As the current number of visitor arrivals amounted to tens of thousands per day, the Administration was confident that adequate manpower would be available to handle relevant work, say, in receiving visitors. Apart from recruiting students and young people as volunteers to assist in hospitality and publicity activities, support would also be provided by various sports associations as appropriate. Insofar as the community was concerned, the Government called on people from all sectors to actively support and participate in NG.

19. Members enquired about the role that the Administration expected the operator of the Kai Tak Sports Park (“KTSP”) (i.e. New World Development Company Limited) to play in the course of hosting the relevant NG events, and how such experience could be retained, serving as a reference for hosting major sports events in Hong Kong and operating KTSP in the future.

20. The Administration advised that NGCO and various government departments involved in the process would collate and keep record of the relevant experience in a proper manner for future sharing with staff of the departments concerned and other relevant stakeholders. It was expected that four to five sports competition events would be held in KTSP, and the Government had already initiated discussion with the operator of KTSP on preparatory work for the venues.

*Publicity efforts*

21. Members noted that a Steering Committee chaired by the Permanent Secretary for Culture, Sports and Tourism would be set up in the fourth quarter of 2023 with the support from five Coordinating Committees (“CoComs”) which comprised the one on Media, Publicity and Community Relations. Given the more extensive scope of publicity for NG, Members requested the Government to step up efforts to promote NG and Hong Kong’s tourism information, while enhancing the integration between Hong Kong and the Mainland and promoting the sense of national identity.

22. In response, the Administration expressed the hope that NG would manifest the national spirit and the Chinese nation’s characteristics of constantly striving for self-improvement, and it would also maintain close liaison with GASC, governments of GD province and Macao SAR on publicity matters. The aforementioned CoCom on Media, Publicity and Community Relations would consist of members from different government departments, including the Tourism Commission and the Information Services Department (“ISD”). The Administration would bring together professional inputs from various sectors of the community, including experts in Mainland affairs, to enhance the promotion of a hospitality culture.

23. Members expressed concern about how the proposed post holders would take forward NG and ensure its attainment of international standards, thereby establishing it as a globally recognized event. Additionally, there were concerns about the efforts of telling the good stories of China and Hong Kong, in order to provide Mainland visitors with a refreshing experience in Hong Kong.

24. The Administration remarked that:

- (a) the Government was committed to telling the world the good stories of China and Hong Kong and would showcase the story and culture of Hong Kong through the events to be held in Hong Kong, such as the sporting accomplishments and challenges of Hong Kong athletes, historical and cultural attractions and green tourism, with a view to offering an enriching experience for both Mainland and overseas visitors to the events; and
- (b) with Hong Kong co-hosting the NG, NGD and NSOG with the governments of GD province and Macao SAR, the governments of the three places would actively explore ways to

tell the good stories of GBA through these events.

25. Members enquired whether the proposed posts would be responsible for publicity and public education work, such as designing the NG slogan. There were also suggestions that the Administration should publicize and promote NG to schools in the new school year. According to the Administration, it was the slogan of NG to be “simple, safe and wonderful”. The governments of GD, Hong Kong and Macao would engage in discussions regarding publicity activities for NG.

26. On NG-related publicity and promotional efforts, Members asked:

- (a) whether the proposed Assistant Head of NGCO (“AH(NGCO)”) had the capability of effectively promoting major sporting events;
- (b) whether the Administration would consider deploying ISD officers to support the publicity and promotion work; and
- (c) whether the Administration would entrust public relations firms with conducting publicity and promotional activities relating to NG, in order to avoid creating a large number of supporting posts.

27. The Administration reiterated its proposal that the posts of H(NGCO) and DH(NGCO) be filled either by directorate civil servants or NCS appointees of equivalent ranks, which would allow the Government to have greater flexibility to draw talent with suitable experience and capabilities within the Government or from various sectors of the community. All government departments (including ISD) would implement staff deployment as appropriate with a view to fully supporting the NG-related publicity activities and community engagement programmes.

28. Members noted that the Administration had proposed to retain two directorate supernumerary posts in the Sports and Recreation Branch of CSTB (i.e. one Government Architect, designated as Project Director (Sports Park) (“PD(SP)”), and one Administrative Officer Staff Grade C, designated as Principal Assistant Secretary (Sports and Recreation)<sup>2</sup> (“PAS(SR)<sup>2</sup>”), to oversee the implementation of the KTSP project and sports policy initiatives. Questions were raised as to whether the Administration would deploy the aforesaid post-holders to absorb the NG-related publicity and public relations work.

29. The Administration remarked that PD(SP) was tasked with supervising the design and construction progress of the KTSP project while PAS(SR)2 was responsible for providing policy inputs on the operation of KTSP. Given that the aforesaid officers had already been overstretched, it would not be feasible for them to take on additional publicity and public relations duties related to NG without adversely affecting the discharge of their existing duties.

30. Members asked how the Administration would promote the NG events to boost the local sports development, such as promoting public participation in sports activities and urban sports through mobile applications as an initiative to enhance people's quality of life.

31. The Administration responded that:

- (a) the Government was committed to the promotion and implementation of the three major policy objectives, namely to promote sports in the community, support elite sports and make Hong Kong a hub for major international sports events. The outstanding results attained by Hong Kong athletes in international sports events had contributed to the promotion of local sports development;
- (b) the Government had made proactive efforts to promote the staging of events and activities of various scales and types in Hong Kong, for example, by actively introducing new sports events to enhance the sporting atmosphere; and
- (c) four to five NG-related mass participation events would be organized for participation by people of different ages and physical abilities. In addition, the Leisure and Cultural Services Department ("LCSD") was optimizing its leisure facilities booking systems to make it more convenient for members of the public to make bookings for its recreation facilities and enrol in sports training courses and recreational activities through the use of mobile phones, with the aim of encouraging greater public participation in sports activities.

*Enhancing the experience of athletes and visitors*

32. Expressing concerns about ways to enhance the experience of visitors, Members raised the following views:

- (a) the Administration should ensure that all athletes participating in NG, especially those from the Mainland, were treated with respect by frontline service personnel to prevent any negative perceptions of Hong Kong. This should also be adopted as one of the key performance indicators to ensure that athletes would receive good treatment while in Hong Kong; and
- (b) the Administration should ensure that all visitors would receive polite treatment during their stay in Hong Kong. At the same time, the service industry should be urged to provide enhanced professional training to their frontline staff in order to raise the standard of the local service industry.

33. The Administration remarked that:

- (a) on the whole, service industry practitioners in Hong Kong were courteous and polite in welcoming visitors to Hong Kong. The Government would provide appropriate training for students and youth volunteers to enable them to offer suitable guest reception for athletes and officials taking part in NG, so as to make both athletes and spectators feel at home; and
- (b) the Government would maintain effective communication with the hotel and hospitality-related industries and the transport sector to encourage continuous improvement of their professional standards and service quality.

34. Members enquired about the timetable, training content and performance indicators of the volunteer training programme. The Administration pointed out that since NG was to be co-hosted by GD Province, HKSAR and Macao SAR under the steer of GASC, the governments of the three places could only proceed with relevant preparatory work, such as formulating specific performance indicators, based on decisions made at the national level. The creation period of the proposed posts would take effect from 1 October 2023 onwards to tie in with the preparatory work for NG. The Government planned to begin recruiting volunteer trainers in 2023 and conduct relevant training in 2024; large-scale volunteer recruitment and training would be conducted about 12 to 15 months prior to the hosting of NG.

*Accommodation and catering arrangements for athletes*

35. Members were concerned about the accommodation and catering arrangements for athletes and officials taking part in NG. Considering that the sports competition events pending confirmation would be held in different

arenas/venues, the Administration indicated its plan to hire hotels in the vicinity of the competition arenas/venues (e.g. arranging for track cycling competition athletes to lodge in hotels located in Tseung Kwan O near the Hong Kong Velodrome) to provide accommodation facilities and catering services for athletes. The Government would require the hotels to provide proper catering services to athletes in compliance with the food safety and nutrition requirements of the race marshal.

36. Commenting that the arrangement of hotel accommodation for athletes was unsatisfactory, Members expressed the following views:

- (a) the accommodation provided for athletes should include appropriate supporting facilities, such as training and medical facilities; and
- (b) the Administration should consider establishing an athletes' village to receive delegations and offer catering services, as well as to promote exchanges among athletes.

37. The Administration advised that the accommodation arrangements adopted by different places when hosting major sporting events varied, such as building an athletes' village or renting hotels as the accommodation for athletes. Hong Kong had the experience of staging various sports events and normally, athletes would be arranged to accommodate in hotels near the competition venues. Corresponding arrangements would be made strictly in accordance with the requirements of hosting NG, such as conducting anti-doping tests inside the venues.

#### *Competition venues and ticketing arrangements*

38. Members were concerned about the timely completion of proposed venues (e.g. KTSP) for staging sports competition events. The Administration advised that it had confidence in the timely completion of the major facilities of KTSP as per the current schedule.

39. Expressing concern about the rampant ticket scalping problem targeting local concert events, Members enquired about the details of the NG ticketing system, including ways to curb ticket scalping activities related to the sports competition events and preventive measures against attacks on the ticketing network. The Administration remarked that:

- (a) LCSD had increased the penalty for breaching the terms and conditions of hire to enhance the deterrent effect on non-

compliant hirers. Hirers and hiring organizations had to declare and undertake that they would not transfer the booked facilities by any means at the time of their booking or registering to use the facilities. Violators might contravene the law and be held criminally liable; and

- (b) there were enhancements to the functions and services of the new ticketing system, and appropriate arrangements would be made subject to a decision on the specific proposal for the allocation of event tickets.

Voting on the item

40. There being no further questions from Members on the item, the Chairman put EC(2023-24)7 to vote. The item was voted on and endorsed.

Voting on whether recommendation for further discussion of the item by the Finance Committee should be made

41. The Chairman put to vote the question that “the Establishment Subcommittee recommends further discussion of the proposal it endorsed in EC(2023-24)7 by the Finance Committee” in accordance with paragraph 40A of the ESC Procedure. The question was negatived, i.e. ESC did not recommend further discussion of the item by FC.

**EC(2023-24)8      Proposed retention of two supernumerary posts in the Culture, Sports and Tourism Bureau of one Government Architect (D2) for one year and six months from 1 January 2024 up to 30 June 2025 and one Administrative Officer Staff Grade C (D2) for two years from 1 January 2024 up to 31 December 2025 to oversee the implementation of the Kai Tak Sports Park project and sports policy initiatives**

42. The Chairman advised that the Administration proposed to retain two supernumerary posts in the Culture, Sports and Tourism Bureau (“CSTB”) of one Government Architect (D2) for one year and six months from 1 January 2024 up to 30 June 2025 and one Administrative Officer Staff Grade C (D2) for two years from 1 January 2024 up to 31 December 2025 to oversee the implementation of the Kai Tak Sports Park (“KTSP”) project and sports policy initiatives.

43. Mr Vincent CHENG, Chairman of the Panel on Home Affairs, Culture and Sports, said that the Administration had consulted the Panel on the proposal on 3 April 2023. Members expressed concerns about the duties of the two posts proposed to be retained. Members were in support of the submission of the proposal to the Establishment Subcommittee (“ESC”) for consideration.

### Deliberations

44. Mr Robert LEE, Mr TANG Fei, Mr Vincent CHENG, Ir Dr LO Wai-kiwok and Mr YIU Pak-leung expressed support for this establishment proposal. Mr Vincent CHENG declared that he was the Vice-Chairman of the Major Sports Events Committee.

### *Proposal for the retention of two supernumerary directorate posts*

45. Members noted that the KTSP project was estimated to be completed towards the end of 2024, and the post of Government Architect proposed to be retained would lapse on 30 June 2025. Meanwhile, some events of the 15th National Games (“the National Games”) would be held in Hong Kong from September to October 2025, with the relevant test events to be completed six to 12 months before the National Games. Members were worried that in case there were problems with the competition venues in KTSP during the test events, how the works-related problems would be handled if the Government Architect had already left the post.

46. The Administration advised that various defect rectification works of the venues would be completed by 30 June 2025, with statutory testing to be conducted by the Contracted Party by the end of 2024. As such, the Government Architect should be able to complete all works-related tasks within his tenure. As regards the test events of the National Games, arrangements would be made for other officers to take up related work, which was expected to be completed by March 2025. The expiry of the Government Architect post would have no impact on the operation of KTSP.

47. Members noted the Administration’s proposal to extend the post of Principal Assistant Secretary (Sports and Recreation)<sup>2</sup> (“PAS(SR)<sup>2</sup>”) for two years, with the duties of engaging in different preparation work before the operation commencement of KTSP, driving the construction of other sports and recreation facilities, following up on the renewal of Private Recreation Leases (“PRLs”) and enhancing the “M” Mark System. Members commented that given the need for continuity in the aforesaid duties, the Administration should consider the need for converting the said post into a permanent one in the long run.



48. The Administration explained that the post of PAS(SR)2 was proposed to be extended for two years until 31 December 2025 because the transition of KTSP from design and build stage to the operation stage, and the work in renewing PRLs would both reach a major milestone during the aforesaid period. The Administration would review the need for such a supernumerary post towards the end of the proposed tenure with due consideration of the workload by then.

49. Members asked how the Strategic Development Department of Kai Tak Sports Park Ltd. (“KTSPL”) would dovetail with the work of PAS(SR)2. The Administration informed members that the said department of KTSPL was mainly responsible for liaising with the sports sector and the community, strengthening collaboration with the sector and fostering a strong sporting culture in the community, while PAS(SR)2 was mainly responsible for overseeing the management, operation, publicity work, etc. of KTSP, as well as providing comments on the design and construction matters of KTSP with a view to ensuring that its design could accommodate future operational needs.

*Works progress of Kai Tak Sports Park*

50. Referring to the extremely hot weather in Hong Kong and the introduction of the Guidance Notes on Prevention of Heat Stroke at Work and Heat Stress at Work Warning by the Labour Department recently, members were concerned that as the KTSP project was at an advanced stage of construction, site management should be reminded to take appropriate measures to adjust the rest arrangements of workers to prevent them from getting heat stroke when working under very hot weather or in hot-temperature environments, while giving due regard to the works progress, so as to avoid causing any delays.

51. The Administration advised that since the commencement of the KTSP project, its accident rate had been lower than that for public works projects in general. As the project was now at the critical juncture of the final stage of construction, the Administration would closely monitor the construction progress and discharge its construction supervision duties with a view to ensuring site safety and compliance with the contract requirements, procedures and standards.

*Transport ancillary facilities at the Kai Tak Sports Park*

52. Members enquired about transport connections in the vicinity of KTSP and suggested that the Administration should consider providing a marine

landing facility in KTSP to facilitate the access of both members of the public and visitors to KTSP for attending sports events, thus combining sports events with tourist attractions.

53. The Administration responded that adequate transport services were available in the vicinity of KTSP. Apart from the nearby Kai Tak and Sung Wong Toi MTR stations which were only five to eight minutes' walk from KTSP, a number of bus routes were available at Shing Kai Road for members of the public to travel between KTSP and other districts. The Transport Department also had plans to increase the number of bus routes plying in the area starting from 2023-2024. The Administration further advised that as it was just a 15-minute or so walk from Kowloon City Ferry Pier to KTSP, the authorities had no plans to provide a marine landing facility in KTSP for the time being in the interest of cost effectiveness.

#### *Future operation of the Kai Tak Sports Park*

54. Members sought information from the Administration on ways to explore business opportunities for KTSP, so as to ensure that its future operation could be sustained by its income. The Administration responded that the Administration had entered into a 25-year contract with KTSPL, under which KTSPL would be responsible for the design, building and operation of the relevant facilities. As stipulated in the contract, the Contracted Party was required to host sports events on a given number of days in a year. For example, it was required to host at least 40 days of sports events per annum in the first to fifth operating years at the Main Stadium. Having fulfilled the relevant requirement on hosting sports events, the Contracted Party could then host events such as conventions or concerts, and the Administration was entitled to share the profits from the income of the Contracted Party. It was believed that with the Contracted Party's aspiration to safeguard its own interests, there would be enough incentive for it to make optimal use of the venues and host more sports events, with a view to opening up wider business opportunities. The authorities would monitor the performance of the Contracted Party continuously according to the operating requirements and the conditions of the contract to ensure that the key performance indicators as stipulated in the contract entered into with the Government would be met by the Contracted Party.

55. Members further enquired about the profit-sharing arrangements for ticket sales proceeds from some National Games events hosted in Hong Kong. The Administration informed members that the Contracted Party was required to share a part of KTSP's gross operating income with the Administration. Members suggested that publicity and promotion efforts for the venues should

be stepped up by making good use of various promotional channels in order to enhance their popularity.

*Promoting sports in the community*

56. Members pointed out that the Administration should increase and enhance sports and recreation facilities in order to achieve the goal of promoting sports in the community. Meanwhile, only a limited number of sports facilities in schools were now open for public use and hence, hindering the promotion of sports in the community. Members enquired about the measures in place to encourage kindergarten, primary and secondary students to use sports facilities which would be available soon or had already been renovated with a view to fostering a strong sporting culture in the community.

57. The Administration advised that various measures had been formulated to promote sports in the community, including:

- (a) making available various facilities in KTSP for public use, for example, venues such as the 5 000-seat Public Sports Ground and the 10 000-seat Indoor Sports Centre could be used for school sports days, inter-school competitions, etc.;
- (b) setting conditions on the use of facilities with the Contracted Party, under which some venues would be open to the public for a specified number of hours for sports use when they were not used for holding events with a view to providing recreation and sports venues for the public and promoting sports development in Hong Kong; and
- (c) launching various initiatives, such as the Five-Year Plan for Sports and Recreation Facilities and the 10-Year Development Blueprint for Sports and Recreation Facilities, to expedite the renovation or provision of new sports and recreation facilities, and to encourage schools to open up their facilities for sports use in the community.

58. Members held that in order to integrate into the overall development of the country through sports activities, the Administration should consider strengthening Hong Kong's liaison with renowned sports teams in the Mainland, so as to increase their chance of participating in events hosted in Hong Kong, thereby helping members of the public develop an interest in sports activities while enhancing their sense of national identity.

59. The Administration advised members that it had always supported developing sports as an industry and encouraged local sports teams to participate in competitions held in the Mainland, as well as various regional competitions. The authorities had plans to step up coordination with the Mainland, with a view to enabling Hong Kong football teams to play in league matches in the Mainland and the holding of such matches in Hong Kong. Apart from strengthening exchanges in sports between the Mainland and Hong Kong, such a move, if achieved, could also create business opportunities and help achieve the objectives of promoting Hong Kong as a centre for major international sports events, promoting sports as an industry and promoting sports in the community.

*“M” Mark System and the combination of sports and tourism*

60. Noting the successful hosting of many major sports events over the years under the “M” Mark System, members enquired about the measures in place for its enhancement, with a view to seizing the opportunity of the newly-completed KTSP to pursue the combination of sports and tourism. The Administration replied that for the sake of strengthening Hong Kong’s position as a centre for major international sports events, efforts had been made to enhance the “M” Mark System, such as by relaxing the eligibility thereunder to accept funding applications for activities organized by national sports associations and the relevant organizations, as well as raising the funding ceiling concerned from \$10 million to \$15 million.

*(At 10:19 am, the Chairman decided to extend the meeting for 10 minutes.)*

61. The Administration added that when organizing major sports events, consideration would be given to balancing the perspectives and demands of both sports and tourism, such that these major sports events would also appeal to the tourists, thereby creating synergy to foster co-development.

Voting on the item

62. There being no further questions from members on the item, the Chairman put EC(2023-24)8 to vote. The item was voted on and endorsed.

Voting on whether recommendation for further discussion of the item by the Finance Committee should be made

63. The Chairman put to vote the question that “the Establishment Subcommittee recommends further discussion of the proposal it endorsed in EC(2023-24)8 by the Finance Committee” in accordance with paragraph 40A

of the ESC Procedure. The question was negatived, i.e. ESC did not recommend further discussion of the item by FC.

64. There being no other business, the meeting ended at 10:33 am.

Council Business Division 1 and Public Complaints Office  
Legislative Council Secretariat  
21 June 2023

## Appendix

### Establishment Subcommittee

**Proceedings of the meeting  
held in Conference Room 1 of the Legislative Council Complex  
on Wednesday, 31 May 2023 from 8:30 am to 10:30 am**

Time Marker	Speaker(s)	Subject(s)	Action Required
<b>Agenda item I — EC(2023-24)7 — Proposed creation of three supernumerary posts/time-limited non-civil service positions of one Administrative Officer Staff Grade A/non-civil service position of equivalent rank, one Administrative Officer Staff Grade B/non-civil service position of equivalent rank, and one Assistant Director of Municipal Services in the Culture, Sports and Tourism Bureau for the establishment of the National Games Coordination Office</b>			
<a href="#">000343</a> – <a href="#">000528</a>	Chairman	Opening remarks	
<a href="#">000529</a> – <a href="#">000758</a>	Chairman Mr SHANG Hailong Administration	Expressing support for the establishment proposal  Question on whether the Administration would extend the tenure of the three proposed posts  Commenting that the Administration should showcase the achievements of Hong Kong in the application of technology during the 15th National Games (“NG”)	
<a href="#">000759</a> – <a href="#">001118</a>	Chairman Ms Judy CHAN Administration	Enquiry on whether the Administration would consider engaging production companies with previous experience in hosting major sporting events to assist in the NG-related preparatory work  Enquiry on whether there would be anticipated difficulties for the Administration in identifying candidates for the proposed posts	

<b>Time Marker</b>	<b>Speaker(s)</b>	<b>Subject(s)</b>	<b>Action Required</b>
<p><a href="#">001119</a> – <a href="#">001709</a></p>	<p>Chairman Ms Starry LEE Administration</p>	<p>Question on whether the Administration would consider looking for suitable candidates from different sectors to fill the proposed posts</p> <p>Pay points of the proposed post of Head (National Games Coordination Office) (“H(NGCO)”)</p> <p>Commenting that the Administration should regularly update the Panel on Home Affairs, Culture and Sports on the progress of the NG-related preparatory work</p> <p>Holding that the Administration should formulate performance indicators for NG-related preparatory work</p>	
<p><a href="#">001710</a> – <a href="#">002152</a></p>	<p>Chairman Mr YIU Pak-leung Administration</p>	<p>Expressing support for the establishment proposal</p> <p>Holding that the Administration should formulate performance indicators for NG-related preparatory work</p> <p>Considering that the Administration should, through hosting NG, promote the integration and in-depth development of culture, sports and tourism</p>	
<p><a href="#">002153</a> – <a href="#">002416</a></p>	<p>Chairman Mr Dominic LEE Administration</p>	<p>Expressing support for the establishment proposal</p> <p>Question on whether the staff deployment for NG, in particular the ranking of the proposed H(NGCO) post, was adequate to cope with the tremendously heavy workload</p>	

<b>Time Marker</b>	<b>Speaker(s)</b>	<b>Subject(s)</b>	<b>Action Required</b>
<a href="#">002417</a> – <a href="#">002919</a>	Chairman Ms Carmen KAN Administration	<p>Expressing support for the establishment proposal</p> <p>Commenting that the Administration should draw up a vision and objectives which included showcasing Hong Kong’s capability in hosting sports events to Mainland cities in the Guangdong-Hong Kong-Macao Greater Bay Area</p> <p>Recruitment arrangement for the proposed posts</p> <p>Division of work in relation to the oversight of sports associations</p>	
<a href="#">002920</a> – <a href="#">003135</a>	Chairman Mr CHU Kwok-keung Administration	<p>Expressing support for the establishment proposal</p> <p>Suggestion of deploying government officers who had taken part in the organization of the 2008 Olympic Equestrian Events to provide support for the National Games Coordination Office (“NGCO”)</p> <p>Suggestion for NGCO to work together with the Education Bureau to promote major sports events among students and encourage them to engage in such events by taking part as volunteers and viewers</p>	
<a href="#">003136</a> – <a href="#">003546</a>	Chairman Administration	<p>Accommodation and catering arrangements for athletes and officials taking part in NG</p> <p>Holding that the Administration should ensure that Mainland athletes participating in NG were not subject to any discrimination by frontline service personnel</p> <p>Considering that the service industry should be urged to provide enhanced professional training to their frontline staff to raise the standard of the local service industry</p>	



Time Marker	Speaker(s)	Subject(s)	Action Required
<a href="#">003547</a> – <a href="#">003851</a>	Chairman Ms Starry LEE Administration	Expressing support for the establishment proposal  Enquiry on how the Administration would enhance the experience of visitors to ensure that they were treated with courtesy throughout their stay in Hong Kong; and commenting that the service industry should be urged to provide enhanced professional training to their frontline staff to raise the standard of the local service industry	
<a href="#">003852</a> – <a href="#">004202</a>	Chairman Administration	Considering that the Administration should step up efforts to promote NG and Hong Kong's tourism information, while enhancing the integration between Hong Kong and the Mainland and promoting the sense of national identity	
<a href="#">004203</a> – <a href="#">004602</a>	Chairman Dr CHOW Man-kong Administration	Expressing support for the establishment proposal  Ways to tell the good stories of China and Hong Kong through the hosting of NG to ensure its attainment of international standards and establishment as a globally recognized event  Commenting that contingency management should be among the scope of duties of the proposed posts	
<a href="#">004603</a> – <a href="#">004840</a>	Chairman Mr Kingsley WONG Administration	Commenting that the Administration should promote the culture, arts and tourism in Hong Kong through sports events  Ways to tell the good stories of Hong Kong and its culture to the Mainland through NG	
<a href="#">004841</a> – <a href="#">005315</a>	Chairman Ms Lillian KWOK Administration	Timetable and training content of the volunteer training programme  Suggestion for the Administration to publicize and promote NG to schools in the new school year  Raising concern on whether the proposed posts would be responsible for the publicity and public education work	

<b>Time Marker</b>	<b>Speaker(s)</b>	<b>Subject(s)</b>	<b>Action Required</b>
<a href="#">005316</a> – <a href="#">005859</a>	Chairman Mr MA Fung-kwok Administration	<p>Expressing support for the establishment proposal</p> <p>Question on whether the three proposed posts would be retained subsequent to the hosting of NG</p> <p>Suggestion for the Administration to deploy officers from the Information Services Department to assist in the promotion and publicity work, or entrust public relations firms with conducting publicity and promotional activities relating to NG, in order to avoid creating a large number of supporting posts</p> <p>Suggestion for the Administration to consider deploying Project Director (Sports Park) and Principal Assistant Secretary (Sports and Recreation)<sup>2</sup> to absorb the NG-related publicity and public relations work</p>	
<a href="#">005900</a> – <a href="#">010245</a>	Chairman Dr SO Cheung-wing Administration	<p>Expressing support for the establishment proposal</p> <p>Question on how the Administration would ensure that there was adequate industry manpower to support the work of NGCO</p> <p>Commenting that the proposed post holders should maintain effective communication and collaboration with the relevant Mainland authorities</p>	

Time Marker	Speaker(s)	Subject(s)	Action Required
<a href="#">010246</a> – <a href="#">010818</a>	Chairman Ms Elizabeth QUAT Administration	Expressing support for the establishment proposal  Question on how the Administration would ensure that there was adequate manpower in the relevant sectors (e.g. the hotel and transport industries) to support the work of NGCO  Questions on the expected number of athletes and officials taking part in NG, number of visitors to Hong Kong, as well as solutions to the manpower shortage problem  Details of the NG ticketing system  Enquiry on the timely completion of proposed venues (e.g. Kai Tak Sports Park (“KTSP”)) for staging sports competition events	
<a href="#">010819</a> – <a href="#">011348</a>	Chairman Ms YUNG Hoi-yan Administration	Questions on how the Administration would promote the NG events, boost the local sports development, encourage public participation in sporting activities and promote urban sports	
<a href="#">011349</a> – <a href="#">011757</a>	Chairman Prof CHAN Wing- kwong Administration	Holding that the Administration should consider establishing an athletes’ village to receive delegations and offer catering services, as well as to promote exchanges among athletes	
<a href="#">011758</a> – <a href="#">012231</a>	Chairman Mr MA Fung-kwok Administration	Question on whether a suitable candidate had been identified for the proposed H(NGCO) post  Question on the role that the Administration expected the operator of KTSP (i.e. New World Development Company Limited) to play during the course of hosting NG, and ways to retain the experience as reference for the hosting of future sports events and the operation of KTSP	
<a href="#">012232</a> – <a href="#">012447</a>	Chairman	Voting	
<b>Agenda item II — EC(2023-24)8 - Proposed retention of two supernumerary posts in the Culture, Sports and Tourism Bureau of one Government Architect and one Administrative Officer Staff Grade C to oversee the implementation of the Kai Tak Sports Park project and sports policy initiatives</b>			
<a href="#">012448</a> – <a href="#">012614</a>	Chairman	Opening remarks	
<a href="#">012615</a> – <a href="#">012754</a>	Mr Vincent CHENG	Briefing on a summary of discussion by the Panel on Home Affairs, Culture and Sports	

<b>Time Marker</b>	<b>Speaker(s)</b>	<b>Subject(s)</b>	<b>Action Required</b>
<a href="#">012755</a> – <a href="#">013316</a>	Chairman Mr Robert LEE Administration	Expressing support for the establishment proposal  Enquiry on whether business opportunities could be created for the Kai Tak Sports Park (“KTSP”) in its future operation  Suggesting the promotion of sports in the community	
<a href="#">013317</a> – <a href="#">013831</a>	Chairman Mr TANG Fei Administration	Expressing support for the establishment proposal  Suggesting the promotion of sports in the community	
<a href="#">013832</a> – <a href="#">014428</a>	Chairman Ms Carmen KAN Administration	Expressing the view that the tenure of the Government Architect post proposed to be retained should be extended to tie in with the closing of the 15th National Games (“National Games”)  Consideration be given to converting the proposed Principal Assistant Secretary (Sports and Recreation) <sup>2</sup> (“PAS(SR) <sup>2</sup> ”) post to a permanent one	
<a href="#">014429</a> – <a href="#">014752</a>	Chairman Mr Vincent CHENG Administration	Declaration of interests  Expressing support for the establishment proposal  Consideration be given to converting the proposed PAS(SR) <sup>2</sup> post to a permanent one	
<a href="#">014753</a> – <a href="#">015318</a>	Chairman Ir Dr LO Wai-kwok Administration	Expressing support for the establishment proposal  Views on industrial safety and works progress  Consideration be given to converting the proposed PAS(SR) <sup>2</sup> post to a permanent one	

<b>Time Marker</b>	<b>Speaker(s)</b>	<b>Subject(s)</b>	<b>Action Required</b>
<a href="#">015319</a> – <a href="#">015935</a>	Chairman Mr YIU Pak-leung Administration	Expressing support for the establishment proposal  Extension of meeting time by 10 minutes  Consideration be given to converting the proposed PAS(SR)2 post to a permanent one  Enquiry on transport ancillary facilities at KTPS  Suggestion on enhancing the “M” Mark System with a view to promoting the combination of sports and tourism	
<a href="#">015936</a> – <a href="#">020350</a>	Chairman Administration	Enquiry on the profit-sharing arrangements for ticket sales proceeds from some National Games events hosted in Hong Kong  Enquiry on work arrangements between the Strategic Development Department of the Kai Tak Sports Park Ltd. and the Administration  Suggestion on the use of diverse publicity strategies	
<a href="#">020351</a> – <a href="#">020648</a>	Chairman	Closing remarks	