

New York State Department Of Civil Service

International Handbook on Civil Service Systems
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A Comparative Study of the Civil Service of Hong Kong and Singapore
Some Aspects of Civil Service Employment
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this handbook on civil service systems is truly international and comparative it covers and compares countries from all continents it also connects historical weberian legacies to contemporary challenges such as coordination the hollow state and trust massey s handbook does not avoid difficult issues for civil service systems such as ruined reforms fiscal retrenchment and cultural and political system shocks therefore this book is exceptionally rich and stimulating geert bouckaert katholieke universiteit leuven belgium while there is no universally accepted definition of civil servant and civil service this authoritative and informative handbook compares and contrasts various approaches to organising the structure and activities of different civil service systems underpinning theories and frameworks provide a disciplinary perspective from which to explore recurring topics and themes and international comparisons are made via case studies from africa asia australasia europe and north and south america the expert contributors consider the historical and theoretical context of public administration and public sector management encompassing issues such as the weberian legacy joined up government and the hollowed out state thesis the debate between anglo american influenced systems versus the continental european approach to organising the civil service is also addressed

this dissertation a comparative study of the civil service of hong kong and singapore by ada hin 何亞達 was obtained from the university of hong kong pokfulam hong kong and is being sold pursuant to creative commons attribution 3 0 hong kong license the content of this dissertation has not been altered in any way we have altered the formatting in order to facilitate the ease of printing and reading of the dissertation all rights not granted by the above license are retained by the author abstract abstract the civil service system being an important agency for carrying out the policies and measures of a government is receiving more and more attention in recent years significant developments and modernization programs to improve the efficiency of the bureaucracy have been carried out in

many countries in this paper we work to examine and study the civil service of two small but efficient economic entities in asia hong kong and singapore by smoothly and honestly implementing the government policies the civil services in these two cities have indeed contributed to the remarkable societal and economic developments in the 1980s and 1990s by comparing the two civil service systems we can identify a number of features that they have in common including the administration by generalists the efforts for localization and the determination to combat corruption within the civil service systems with increasing demands and expectations of the government service both singapore and hong kong have designed and carried out different kinds of civil service reforms to cope with the new environment their reform measures include various types of changes such as adjusting the conditions of service 3 remuneration of the civil servants and introducing new kinds of training and development programs these measures aim at increasing the efficiency of the system cultivating a service culture into the minds of the civil servants as well as solving immediate problems and challenges facing the governments such as reducing governmental financial burden by adjusting the scale for salary payment of the civil servants finally after briefly evaluating these reforms a number of pitfalls and successful examples are illustrated it is hoped that by examining these lessons learnt adequate directions for future civil service management could be more easily identified it is also the purpose of this paper to bring more insights in improving the civil service efficiency for other governments in asia by taking the experiences of hong kong and singapore as a reference 4 doi 10 5353 th b2951877 subjects civil service china hong kong civil service singapore

throughout britain civil servants are exposed to public scrutiny today in unprecedented ways what does it mean that the political neutrality of the civil service has only been enshrined in law since 2010 nearly 150 years after it was first proposed why is it so important for politicians to trust civil servants and what difficulties arise when they do not coauthored by former first civil service commissioner david normington and historian peter hennessy the power of whitehall provides answers through rich observations about the nature of the british civil service its values and effectiveness and how it should continue to adapt to a changing world

this work presents a comprehensive overview of the important issues in modern bureaucracies and provides a

comparative analysis of nine western european nations each chapter focuses on a separate country emphasizing the specific nature and development of civil service systems

from the nuremberg trials to the civil service reform act of 1978 to recent budget reconciliation bills the encyclopedia of public administration and public policy provides detailed coverage of watershed policies and decisions from such fields as privatization biomedical ethics education and diversity this second edition features a wide range of new topics including military administration government procurement social theory and justice administration in developed democracies it also addresses current issues such as the creation of the department of homeland security and covers public administration in the middle east africa southeast asia the pacific and latin america

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