

CONTROLLING OFFICER'S REPLY

SB024

(Question Serial No. 0278)

Head: (151) Government Secretariat: Security Bureau

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Permanent Secretary for Security (Mrs Marion LAI)

Director of Bureau: Secretary for Security

Question:

1. Please provide the recruitment figures, including the post titles, the number of applications and intakes, of various disciplined services in each of the past 5 years, and the number of non-Chinese applicants recruited in various disciplined services, with a breakdown by nationality.
2. Please tabulate the wastage figures and wastage rates of staff in different ranks of various disciplined services in each of the past 5 years.
3. Please tabulate the amounts of remuneration of staff in different ranks of various disciplined services and changes in adjustment rates in each of the past 5 years.
4. Has the Government found out the detailed reasons for staff wastage in various disciplined services?

Asked by: Hon LAU Ip-keung, Kenneth (Member Question No. (LegCo use): 37)

Reply:

1. From 2013-14 to 2017-18, the recruitment exercises of various disciplined services are listed below:

Department	Post	Number of applications per year (as at 28 February 2018)				
		2013-14	2014-15	2015-16	2016-17	2017-18
Correctional Services Department (CSD)	Officer	8 715	5 382	7 651	5 404	5 157
	Assistant Officer II	7 732	7 072	9 720	4 587	3 127
Customs and Excise Department (C&ED)	Inspector of Customs & Excise	10 347	-	11 246	13 612	9 684
	Customs Officer	10 855	8 441	-	16 840	12 099
Fire Services Department (FSD)	Station Officer (Operational)	2 722	2 225	2 640	2 879	2 534
	Senior Fireman/Firewoman (Control)	-	-	5 006	-	13 716
	Fireman/Firewoman (Operational/Marine)	2 793	2 688	2 481	4 780	2 308
	Ambulance Officer	-	4 351	2 616	-	3 053
	Ambulanceman/Ambulancewoman	4 412	7 290	3 255	3 758	5 195
Hong Kong Police Force (HKPF)	Inspector	6 070	5 392	6 318	7 617	7 119
	Police Constable	8 557	8 403	9 975	11 682	10 647
Immigration Department (ImmD)	Immigration Officer	-	15 947	14 858	21 523	12 601
	Immigration Assistant	16 682	-	12 467	30 638	23 894
Government Flying Service (GFS)	Cadet Pilot	2 300	2 096	2 111	3 087	-
	Air Crewman Officer III	1 658	-	1 636	-	-
	Aircraft Engineer	35	36	-	40	44
	Aircraft Technician	865	305	322	291	419

Department	Post	Number of intakes per year (as at 28 February 2018)				
		2013-14	2014-15	2015-16	2016-17	2017-18
CSD	Officer	35	74	51	57	44
	Assistant Officer II	181	283	217	257	352
C&ED	Inspector of Customs & Excise	97	46	31	78	91
	Customs Officer	200	313	279	216	502
FSD	Station Officer (Operational)	71	30	63	91	78
	Senior Fireman/Firewoman (Control)	20	3	13	9	31
	Fireman/Firewoman (Operational/Marine)	139	266	218	283	233
	Ambulance Officer	16	15	23	10	25
	Ambulanceman/Ambulancewoman	144	160	227	234	94
HKPF	Inspector	234	228	182	181	191
	Police Constable	990	1 111	1 320	1 339	1 074
ImmD	Immigration Officer	170	11	128	218	298
	Immigration Assistant	190	187	234	245	445
GFS	Cadet Pilot	4	-	2	5	4
	Air Crewman Officer III	-	5	-	6	8
	Aircraft Engineer	5	4	1	4	4
	Aircraft Technician	2	6	9	11	13

The Government welcomes all eligible and devoted persons to join the disciplined services. Any persons meeting the entry requirements, regardless of gender or ethnic origin, are welcome to join the disciplined services. All candidates, new recruits or serving staff are not required to declare their ethnic origins. Furthermore, ethnic origin is not a relevant factor for consideration in the selection process.

According to informal statistics (based on the names revealed from the staff's particulars and the information voluntarily provided), from 2013-14 to 2017-18 (as at 28 February 2018), the numbers of successful non-ethnic Chinese applicants for the disciplined services are as follows:

Department	Number
CSD	11
C&ED	0
FSD	2
HKPF	54
ImmD	0
GFS	0

2. From 2013-14 to 2017-18 (as at 28 February 2018), the wastage figures of staff in different ranks of various disciplined services are listed below:

Department	Rank	Wastage figures and wastage rates per year									
		2013-14		2014-15		2015-16		2016-17		2017-18	
		Number of staff	%	Number of staff	%	Number of staff	%	Number of staff	%	Number of staff	%
CSD	Officer rank	66	6.1%	53	5.0%	64	5.9%	73	6.7%	54	5.0%
	Rank and file	234	4.8%	238	5.0%	301	6.3%	307	6.5%	316	6.8%
C&ED	Inspector rank	34	3.7%	44	4.7%	34	3.6%	52	5.4%	26	2.5%
	Rank and file	148	4.0%	215	5.6%	228	5.9%	243	6.3%	222	5.4%
FSD	Officer rank	56	4.8%	70	6.1%	54	4.6%	54	4.4%	70	5.5%
	Rank and file	334	4.2%	376	4.6%	348	4.2%	347	4.1%	330	3.9%
HKPF	Inspector rank	157	5.9%	180	6.6%	156	5.6%	168	6.0%	154	5.5%
	Rank and file	939	3.7%	947	3.7%	1 004	3.9%	1 026	3.9%	1 014	3.9%
ImmD	Officer rank	96	5.4%	94	5.1%	76	4.3%	106	5.8%	102	5.2%
	Rank and file	96	2.7%	94	2.6%	156	4.3%	131	3.5%	145	3.8%
GFS	Officer rank	8	5.1%	15	9.1%	10	6.1%	12	7.2%	12	6.6%

Note 1: Staff wastage includes natural wastage (retirement) and unnatural wastage (such as resignation, transfer, death and retirement on invaliding)

Note 2: Staff wastage rate = wastage figures/strength of the department as at 1 April of the respective year

3. From 2013-14 to 2017-18 (as at 28 February 2018), the pay points of staff in different ranks of various disciplined services are listed below:

Department	Rank	Pay point
CSD	Officer rank	GDS(O) 4-39
	Rank and file	GDS(R) 2-29
C&ED	Inspector rank	GDS(O) 5-39
	Rank and file	GDS(R) 2-29
FSD	Officer rank	GDS(O) 5-39
	Rank and file	GDS(R) 2-29
HKPF	Inspector rank	PPS 23-54a
	Rank and file	PPS 3-31
ImmD	Officer rank	GDS(O) 5-39
	Rank and file	GDS(R) 3-28
GFS	Officer rank	GDS(R)3 – GDS(O)39

Note: GDS(O): Pay point of General Disciplined Services (Officer)
 GDS(R): Pay point of General Disciplined Services (Rank and File)
 PPS: Pay point of Police

For the amount of pay corresponding to respective pay points, please refer to the Civil Service Pay Scales uploaded to the Civil Service Bureau's website.

In accordance with the Civil Service Pay Adjustment, the changes in pay for different ranks of disciplined services in the past 5 years are listed below:

	Directorate and upper salary band	Middle and lower salary band
2013-14	2.55%	3.92%
2014-15	5.96%	4.71%
2015-16	3.96%	4.62%
2016-17	4.19%	4.68%
2017-18	1.88%	2.94%

4. In the past 5 financial years, retirement was the main reason for staff wastage in the disciplined services. Other reasons for leaving the service such as resignation and transfer constituted only a relatively small number. Departments conduct exit surveys with staff resigning from the disciplined services. Based on feedback received from these surveys, the reasons for staff resigning from the disciplined services include family, personal career preferences, transfer to other grades, taking up jobs in the private sector or other personal reasons. A generalised conclusion cannot be drawn.

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