

**Information Notes for the
Legislative Council Members' Meeting with The Ombudsman
on 5 December 2000**

(III) Discussion items raised by Members (11:35 am – 12:30 pm)

- (a) Progress of the employment of non-civil service staff by the Office of The Ombudsman
(raised by Hon Fred LI Wah-ming, JP)

This Office has drawn up a recruitment plan to replace serving civil servants by contract staff to be appointed by The Ombudsman. First priority will be the recruitment of complaint investigation officers, this will be followed by replacement of administrative and support staff. However, to avoid disrupting services to the public and to give sufficient learning curve and guidance to new recruits, we will pursue a phased withdrawal programme in respect of serving civil servants.

Recruitment to the following ranks has commenced:

- (a) Deputy Ombudsman – an executive search firm has been engaged to conduct a search for suitable candidates. Position was advertised on 28.10.2000.
- (b) Chief Investigation Officer – position advertised on 13.10.2000.
- (c) Complaint Assistants – position advertised on 22.9.2000.

On (a), the search for candidates is still progressing. On (b) and (c), short-listing has been completed. Screening and interviews of candidates on their suitability will take place within the next couple of months. Other investigative positions will be advertised within the current financial year. Recruitment of other positions will take place in the next financial year when funds become available. At this stage, it is impossible to give an exact date on when the recruitment drive will be completed as this depends on factors beyond the control of this Office. Assuming smooth negotiations on employment packages for non-investigation staff and taking into account the need for phased withdrawal of serving officers, the entire recruitment drive is expected to last well into mid-2002.