

**LegCo Panel on Public Service**

**Follow-up to meeting on 17 October 2005**

**Item 3 - Impact of the general recruitment freeze for the civil service on disciplined services departments**

To help achieve the target to reduce the civil service establishment to around 160 000 by 2006-07, we have imposed a general recruitment freeze to the civil service with effect from 1 April 2003. If departments wish to conduct open recruitment to meet operational needs, they can seek exemption from a Panel co-chaired by CS and FS and with SCS as member (the Panel). Applications for exemption from the recruitment freeze are considered by the Panel on a case-by-case basis and exemption will only be granted under exceptional circumstances. Since the commencement of the general recruitment freeze, the Panel has granted exceptional approval for 19 bureaux/departments to conduct open recruitment to fill 2 284 posts, among which 2 113 or 92.5% are from the disciplined services departments. A breakdown of the posts approved for open recruitment in the disciplined services departments is provided at Annex.

In their applications for exemption from the general civil service recruitment freeze, the disciplined services departments have included requests for filling both existing and projected vacancies arising from creation of posts to meet new service need, and anticipated wastage in the coming financial year. In considering such applications, the Panel has taken/will take account of factors including the departments' operational needs, the vacancy situation, possible impact on the Administration's ability to achieve the establishment target, and the necessary lead time required for recruitment and training of new recruits in the departments concerned. There is no restriction on when the departments may put up requests to the Panel for consideration.

**Number of Posts Exceptionally Approved for Open Recruitment  
in Disciplined Services Departments**

<b>Department</b>	<b>Rank</b>	<b>No. of posts approved (between 1 April 2003 and 31 October 2005)</b>
Correctional Services Department	Assistant Officer II	75
	Officer	
	Industrial Officer	
	Instructor	
	Clinical Psychologist	
Fire Services Department	Station Officer	336
	Fireman	
	Ambulance Officer	
	Ambulanceman	
Hong Kong Police Force	Inspector of Police	1 180
	Police Constable	
Immigration Department	Immigration Officer	347
	Immigration Assistant	
Customs & Excise Department	Inspector of Customs & Excise	171
	Customs Officer	
Government Flying Services	Cadet Pilot	4
<b>Total</b>		<b>2 113</b>