

**The Administration's Response to the Questions Raised at the Meeting of
the Legislative Council Panel on Public Service Held on
21 January 2008 on the Retention and Recruitment Situations of
Civil Service Grades Selected for
Non-Directorate Civilian Grade Structure Reviews**

At the Panel meeting held on 21 January 2008, the Administration updated Members on its recent invitation to the Standing Commission on Civil Service Salaries and Conditions of Service for conducting grade structure reviews for selected non-directorate civilian grades, and provided a verbal account of the retention and recruitment situations of these grades. This note sets out the retention and recruitment statistics for the non-directorate ranks of Veterinary Officer grade, the Government Counsel grade, the Legal Aid Counsel Grade and the Solicitor grade.

Retention Statistics

2. The unnatural wastages in the non-directorate ranks of the Veterinary Officer grade, the Government Counsel grade, the Legal Aid Counsel grade and the Solicitor grade in the past three financial years are as follows:

I. Veterinary Officer grade

| | 2004-2005 | 2005-2006 | 2006-2007 |
|-------------------------------------------------|------------------|------------------|------------------|
| Strength in the beginning of the financial year | 17 | 17 | 13 |
| No. of unnatural wastage | 0 | 3 | 1 |

II. Government Counsel grade

| | 2004-2005 | 2005-2006 | 2006-2007 |
|-------------------------------------------------|------------------|------------------|------------------|
| Strength in the beginning of the financial year | 233 | 227 | 223 |
| No. of unnatural wastage | 4 | 5 | 8 |

III. Legal Aid Counsel grade

| | 2004-2005 | 2005-2006 | 2006-2007 |
|-------------------------------------------------|------------------|------------------|------------------|
| Strength in the beginning of the financial year | 61 | 57 | 55 |
| No. of unnatural wastage | 1 | 2 | 0 |

IV. Solicitor grade

| | 2004-2005 | 2005-2006 | 2006-2007 |
|-------------------------------------------------|------------------|------------------|------------------|
| Strength in the beginning of the financial year | 50 | 46 | 42 |
| No. of unnatural wastage | 1 | 2 | 1 |

Further Breakdown of Unnatural Wastage of the Government Counsel Grade

3. At the request of Members, we undertook to provide a more detailed breakdown of the unnatural wastages of the Government Counsel grade at the non-directorate level. The number of unnatural wastage cases broken down to the divisional level in the Department of Justice are as follows:

| | 2004-2005 | 2005-2006 | 2006-2007 | <i>Total</i> |
|------------------------------------------------------------------------|------------------|------------------|------------------|---------------------|
| Civil Division <i>(including staff out-posted to other bureaux)</i> | 2 | 2 | | 4 |
| International Law Division | | | | |
| Law Drafting Division | | | 1 | 1 |
| Legal Policy Division | | 1 | | 1 |
| Prosecutions Division | 2 | 2 | 7 | 11 |
| <i>Total</i> | 4 | 5 | 8 | 17 |

Recruitment Statistics

4. The statistics of the past three rounds of recruitment exercises conducted by the Veterinary Officer grade, the Government Counsel grade, the Legal Aid Counsel Grade and the Solicitor grade are as follows:

I. Veterinary Officer grade

| <i>Year</i> | <i>Target Number of Recruits</i> | <i>Number of Offers Made</i> | <i>Number of Offers Declined</i> |
|-----------------------------------|----------------------------------|------------------------------|----------------------------------|
| 2007 <i>(open recruitment)</i> | 16 | 5 | 0 |
| 2005 <i>(open recruitment)</i> | 5 | 6 | 1 |
| 2002 <i>(open recruitment)</i> | 2 | 2 | 0 |

II. Government Counsel grade

| <i>Year</i> | <i>Target Number of Recruits</i> | <i>Number of Offers Made</i> | <i>Number of Offers Declined</i> |
|-----------------------------------|----------------------------------|------------------------------|----------------------------------|
| 2006 <i>(open recruitment)</i> | 45 | 36 | 7 |
| 2005 <i>(open recruitment)</i> | 26 | 22 | 4 |
| 2001 <i>(open recruitment)</i> | 23 | 18 | 0 |

III. Legal Aid Counsel grade

| <i>Year</i> | <i>Target Number of Recruits</i> | <i>Number of Offers Made</i> | <i>Number of Offers Declined</i> |
|-----------------------------------------|----------------------------------|------------------------------|----------------------------------|
| 2007 <i>(open recruitment)</i> | 11 | <i>(in progress)</i> | <i>(in progress)</i> |
| 2006 <i>(in-service recruitment)</i> | 2 | 0 | 0 |
| 2001 <i>(open recruitment)</i> | 3 | 3 | 0 |

IV. Solicitor grade

| <i>Year</i> | <i>Target Number of Recruits</i> | <i>Number of Offers Made</i> | <i>Number of Offers Declined</i> |
|-----------------------------------|----------------------------------|------------------------------|----------------------------------|
| 2007 <i>(open recruitment)</i> | 5 | 4 | 1 |
| 2006 <i>(open recruitment)</i> | 21 | 28 | 8 |
| 2005 <i>(open recruitment)</i> | 6 | 3 | 1 |

Civil Service Bureau
February 2008