

For information

**Legislative Council Panel on Security  
Manpower Deployment  
by the Immigration Department**

**Introduction**

As further requested by Members at the Panel meeting held on 3 July 2007, this paper provides updated information on the manpower deployment by the Immigration Department (ImmD) and related matters.

**Manpower Deployment**

2. LC Papers No. CB(2)2284/06-07(02) and CB(2)1736/06-07(06) issued to this Panel on 8 May 2007 and 3 July 2007 provided information on ImmD's manpower deployment and efficiency enhancement measures. ImmD continues to adopt a basket of measures to cope with its manpower needs, including application of new technologies such as e-Channels, streamlining of immigration clearance processes and addition of staff.

3. In recognition of the increase in passenger traffic and introduction of new initiatives, the uniformed staff establishment of ImmD has increased by 10 % from 4,137 to 4,565 between 2002 and 2006 despite downsizing of the civil service as a whole during the same period. In 2007-08, ImmD will recruit about 500 uniformed staff, representing an increase of about 11%. 200 of the new recruits will be deployed in the coming November and December. The remaining will be taken on in phases in the first half of 2008.

4. In addition to the 246 e-Channels already installed at control points for Hong Kong resident passengers, ImmD is planning to extend self-service immigration clearance to frequent visitors in phases starting from early 2008. This will further relieve the manpower needs for clearance services.

5. To utilize manpower resource in a cost-effective manner, ImmD

will continue to adopt the Government's prevailing approach of covering staff on leave by acting or doubling arrangements. Apart from the addition of 500 staff in 2007-08, ImmD plans to extend the services of retiring staff on a voluntary basis with a view to injecting additional workforce in the short term. These measures can provide more opportunities for ImmD's staff to reduce their accumulated leave in the coming future.

### **Working Environment at Control Points**

6. ImmD has already upgraded some air-conditioning systems at Lo Wu Control Points (LWCP) and installed additional ones at Lok Ma Chau Control Point (LMCCP). Electric fans and heat insulations materials are also installed. Further improvement works at LWCP and LMCCP are under way and are expected to complete by next year. ImmD will work closely with the Kowloon-Canton Railway Corporation, the Electrical and Mechanical Services Department, Architectural Services Department and Marine Department to enhance the air-conditioning and ventilation systems at other control points by next year.

7. At present, some 70% of the counters at control points are of new design, the replacement/modification of the remaining 215 counters is under active progress and is expected to be completed within two years.

### **Liaison with Unions**

8. ImmD is mindful of the unions' views as far as manpower deployment and related issues are concerned. ImmD will continue to maintain close liaison with and seek opinions from the unions in due regard for matters such as departmental transportation services and shift patterns.

**Security Bureau**  
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