

LC Paper No. CB(1)1558/10-11

**Legislative Council Panel on
Information Technology and Broadcasting**

Manpower Arrangements of Radio Television Hong Kong

14 March 2011

Programme Officer (PO) Grade - Ranks

4 directorate ranks :

- Director (D5)
- Deputy Director (D3)
- Assistant Director (D2)
- Controller (D1)

6 Non-directorate ranks :

- Chief PO (MPS 45-49)
- Principal PO (MPS 40-44)
- Senior PO (MPS 34-39)
- PO (MPS 28-33)
- Assistant PO (MPS 14-27)
- Programme Assistant (MPS 3-13)

Programme Officer Grade - Manpower

(1.1.2011)

Civil Service posts

- No. of posts: **368**
- No. of vacancies : **about 80** , including
 - PO rank and above: **about 40**
(civil servants acting up / sharing)
 - APO and PA : **about 40**

NCSC positions pegged to PO ranks

- No. of positions: 274
- Strength: 259

Promotion (1)

Civil Service regulations :

- vacancies at promotion ranks to be filled by promoting suitable officers from the immediate lower rank of the grade
- where no suitable officers can be identified, may consider open recruitment at promotion ranks

Promotion (2)

Tentative timetable :

Ranks	Schedule
APO , PO and SPO	Q1 and Q2 2011
PPO , CPO and Controller	Q2 and Q3 2011

Open Recruitment

- fair and impartial
- serving staff has natural edge

Open Recruitment (2)

Incremental Credit for Experience (ICE) :

- follow established civil service policy and procedures
- anticipate keen market competition for very experienced candidates; will offer ICE in work types with a higher proportion of civil service vacancies and NCSC staff already with salaries higher than the entry pay of the APO rank
- already communicated with staff
- details to be published in the recruitment advertisement; will operate according to mechanism

Open Recruitment (3)

Tentative timetable :

Work Types with APO vacancies	Schedule
Video Editing , Set Design Animation & Graphic Design , EFP & Photo	Q1 and Q2 2011
Chinese News , Chinese Radio Programmes , TV Programmes , Media Management	Q2 2011
Other vacancies	Q2 and Q3 2011

Additional Manpower

- 2011-12 Estimates —
to create 11 civil service posts in
the PO Grade
- will be filled by promotion and open
recruitment

Staff Development

- training courses
- attachment to other departments
- international broadcasting conferences and technical exhibitions
- professional visits and exchanges

**In Search of Professional
Excellence**

Communication with Staff

- meetings with staff in groups
- discussions with Staff Union
- all-staff briefing sessions
- issue of Frequently-asked-questions (FAQ)

Closer Communication

Thank You !